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THE LABOUR GAZETTE

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"We have established for most Canadian public employees a confrontation system that assures them they will never know how much they can get from the public purse unless they go on strike . . . . And it would be absurd to expect unions not to play according to the rules of the game." See: Is Arbitration a Technique Whose Time Has Come?

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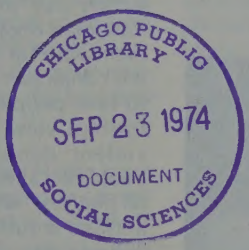

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Labour Canada Travail Canada

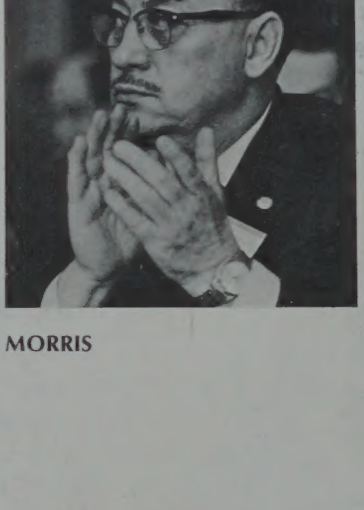
NEWS BRIEFS

CLC ELECTIONS

Joseph Morris, executive vice-president of the Canadian Labour Congress, was elected president of that organization at the CLC biennial convention in May. He succeeded retiring CLC president Donald MacDonald.

Elected secretary-treasurer was Donald Montgomery of Toronto, president of the Metropolitan Toronto Labour Council and Toronto-area director of the United Steelworkers of America.

Elected executive vice-presidents were Shirley Carr, the first woman to be elected to the post, and Julien Major. Mrs. Carr, Ontario president of the Canadian Union of Public Employees, filled the vacancy created by Morris' move to the top post. Major, a member of the Québec Federation of Labour, and a staff representative of the United Paperworkers International Union, defeated incumbent executive vice-president Jean Beaudry.



MORRIS

HUMAN RIGHTS

Affluent North Americans "o take for granted basic rights people in other countries h never known," wrote outgo Canadian Labour Congress P ident Donald MacDonald in March editorial of the CL quarterly magazine **Canad Labour.**

The entire issue was devoted t examination of the continu struggle being waged by wor people around the world "for basic freedoms of associati speech and assembly—freedo which our predecessors in Canadian organized labour mo ment won for us many years a It is conjecture, MacDonald said to how people living under di torships view "strident and o violent denunciations of w could be called in some cases ial matters," when for them sim actions would be met by insi jailing or even death.

"By attempting to cast some l on the constant and never-end clashes that are taking place these so-called 'enlightened' tim we may perhaps renew our reali tion of how rare, as well precious, is human freedom.

"It has often been said," MacD ald summed up, "that there is power on earth greater than an i whose time has come; and the t has come for the idea of freed of democratic action for all working people of the world."

ne magazine's articles examined ne struggles being waged in ountries or colonies spread across ree continents. One article oked at the war Portugal is aging in three African colonies here there is evidence of assacred blacks and the Portuese use of missiles.

nother story dealt with Spanish orkers' struggles, through underound unions, against such ultinational concerns as Canada's assey-Ferguson Company. thers examined the outright scrimination against blacks in uth Africa, the oppression and lice-state tactics used in Greece, well as the overthrow of Chilean esident Allende, the hasty Canaan recognition of the new mili-y government, and the problem Chilean refugees.

the same theme, the March issue **The Canadian Magazine** carried tory on the existence and extent torture in the world, and cluded capsule details of torture ethods used in such countries as azil, Greece, Mozambique, Haiti, n, South Vietnam, Spain, Turkey, d the USSR.

AGES CLIMBING

gotiated wage settlements, ching the highest level in any ee-month period of Canadian our history, averaged 10.8 per nt in the first quarter of 1974. The rease more than justified late 3 predictions that pay raises this r would be about 10 per cent.

e average increase for one-year ntracts was 12.8 per cent; two-er pacts average 12.5 per cent in first year and 9.2 per cent in the second. Three-year settlements will average 14.5 per cent, 9.5 per cent and 9.1 per cent in each of the three years.

The reported shift of unions toward demanding one-year contracts did not materialize during the first three months of 1974. The percentage of one-year contracts signed to the end of March showed no marked departure from the number signed in 1972 or 1973.

SEAFARERS' CONTRACT

A two-week-old strike by 3,750 members of the Seafarers' International Union of Canada ended in early April after all-night bargaining sessions led by Labour Minister John Munro. The sessions produced a contract giving the sailors shorter working hours and salary increases or benefits totalling about 37 per cent.

The two-year contract, signed by the SIU and the Canadian Lake Carriers Association and ratified by the union members, provided for a gradual reduction in the first year of the sailors' hours of work to 40 a week from 56. The men received a 15 per cent pay increase retroactive to January 11, a 10 per cent increase in the first year of the contract and a 12 per cent increase in the second year. Under the old contract, the SIU members, including seamen, deckhands, machinists, wheelmen and cooks, earned an average salary of between $490 and $600 for a 240-hour month.

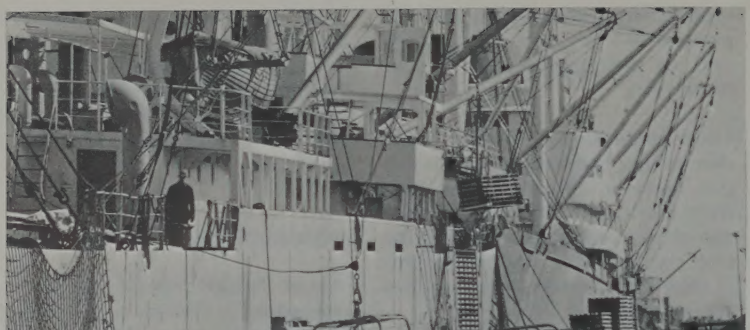
The SIU strike came days before the opening of the St. Lawrence Seaway and threatened about 90 per cent of Canadian shipping and 66 per cent of the cargo handled between Thunder Bay and the Gulf of St. Lawrence.

BONUS FOR PS

About 310,000 federal employees, including members of the Royal Canadian Mounted Police and the Canadian Armed Forces, have been granted a $500 across-the-board cost of living salary increase retroactive to April 1.

The $9.61 a week increase will not be paid to employees of government corporations such as Air Canada, the Canadian Broadcasting Corporation, or Canadian National Railways. Also exempt are government employees who are still in contract negotiations, or who ratified new contracts or were given arbitration awards after April 1, because the $500 was taken into account in the new contracts or awards.

Treasury Board President C.M. Drury said the increase, to be paid to employees ranging from $4,500 a year clerks to $60,000 a year deputy ministers, was necessary to raise the pay of civil servants to levels comparable with those working outside the Government. He noted that collective agreements currently in effect, negotiated in 1971 or 1972, assumed that 1974 inflation would be about five or six per cent, figures that have been substantially exceeded.



NFB

EARLY RETIREMENT OFFER

In an attempt to reduce the surplus of longshoremen at three St. Lawrence River ports, the Maritime Employers Association (MEA) has offered its members cash payments to retire early.

Longshoremen who voluntarily retired between April 25 and May 17 received $12,000; those who retired between May 18 and May 31, $7,500. Payments of $6,000 were made to each man who retired between June 1 and June 30, and $4,500 will be paid to men who retire between July 1 and August 30. Men who will be 65 next January 1 are not eligible.

The MEA, representing stevedoring employers, shipping lines, and agents, found it necessary to ask for voluntary retirements because the ports of Montreal, Québec City and Trois Rivières are overstaffed by about 400 longshoremen. A similar offer made last year in Montreal produced 560 retirements, but a total of 1,800 men still work at Montreal's port, 500 in Quebec and 275 in Trois Rivières.

The surplus situation arose several years ago when MEA-member companies signed contracts guaranteeing 37 weeks of pay a year, regardless of work volume, to virtually all the longshoremen on the union rolls. Levies on cargo handled at the ports were to pay the salaries. But the trend to containerization and the increased use of tidewater ports has reduced the amount of non-container cargo coming up the St. Lawrence River.

The job security clauses will not be renewed in the MEA contracts, which are effective January 1, 1975.

UNION SEPARATES

The first major split by the C
dian section of an internati
union to occur with the conse
the international execu
occurred in April, after the ex
tive board of the New York-b
United Paperworkers Internati
Union voted unanimously to a
a referendum by Canadian wo
on whether to establish
independent union.

More than 26,800 Canad
members voted in favou
separating the 52,000 Canad
UPIU workers from the 300,
member parent, with 4,150 vo
against the proposal. The new u
will be known as the Canad
Paperworkers Union effec
September 1, the official dat
separation from the internatio

The referendum followe
growing desire within the UP
Canadian membership for m
local autonomy. Although
Canadian workers enjoyed a l
degree of autonomy, they wa
the election of their own offi
and the formulation of Cana
policies and strategy. The
union will consult with the in
national, and Joseph Tonel
New York, UPIU president, wi
the chairman of a temporary lia
committee to see the new u
through its transition period.

It is not known how the
paperworkers' union will affec
UPIU rival Pulp, Paper
Woodworkers of Canada (PPW
The PPWC, with 5,000 member
in B.C., split with the UPIU in
1960s over the issue of Cana
autonomy, and so far has rega
the new union with a wait-and
attitude.

WOMEN IN WORKFORCE

More than one million women entered the Canadian labour force between 1962 and 1972, a report issued by Labour Canada's Women's Bureau has found.

There were 2.95 million women working in 1972. Ontario and Alberta had the highest percentage of working women in Canada, with about 40 per cent of the eligible women in each province either employed or seeking work in 1972. Newfoundland women were the least prone to going out to work. Most working women were between 20 and 24 years of age, and 56.9 per cent were married.

Although the majority of working women occupied clerical and service jobs, between 1962 and 1972 women have strengthened their representation in professional positions. Almost twice as many women graduated from Canadian law schools in 1972; they made up 9.4 per cent of the graduates, as compared with 5.6 per cent 10 years earlier. The number of women in journalism increased in 1972 to 59.7 per cent from 45.5 per cent in 1962; in veterinary medicine to 8.3 per cent from 4.2 per cent; in architecture to 7.2 per cent from 2.6 per cent; and in business administration and commerce, to 9.7 per cent from 4.5 per cent.

ILO

Average hourly earnings of women in industry were consistently lower than those of men doing similar jobs, except in the synthetic textile and hotel industries. However, the report said, lower earnings did not automatically reflect sex discrimination, as differences in experience, age, education and responsibilities were also factors.

WOMEN'S STATUS

What's Been Done? asks the Advisory Council on the Status of Women. The Council has released a report on the federal Government's implementation of the recommendations made by the Royal Commission on the Status of Women.

The answer is that about 34 per cent of the 122 Commission recommendations that fell within federal jurisdiction have been implemented, and another 30 per cent have been partially implemented. The other 35 per cent have not been put into practice, says the report, giving a detailed assessment of each of the 122 recommendations and why it has or has not been implemented.

The implemented recommendations include the amendment of the Canada Labour Code Part III (Labour Standards) to apply to all federal employees, the amendment of the Canada Labour Code Part I (Fair Employment Practices) to provide specified maternity leave, the enrollment of more women in public service management courses, and the extension to married women of the right to join the Canadian Armed Forces.

Recommendations still to be implemented include amendment of the Criminal Code to permit abortion on the sole request of any woman pregnant less than 12 weeks, or abortion after 12 weeks under certain conditions; amendments to the Canada and Québec Pension Plans allowing the spouse remaining at home to participate in the plans, and allowing the provisions applicable to the wife and children of a male contributor to apply also to the husband and children of a female contributor.

FEMALE POLICE

"You've come a long way, officer" might be the best way to describe the recent full-fledged female move into law enforcement. In separate but co-incident decisions, the Royal Canadian Mounted Police and the Ontario Provincial Police are now accepting qualified female applicants as recruits.

In September, women—both single and married—will join male recruits at the RCMP's Regina barracks in a six-month training course for the first time in the federal force's 101-year history. Recruits successfully completing the training rigours will then go on field duty. Uniforms for the women constables had not been announced at press time, but it is expected they will receive, in addition to their duty uniforms, modified versions of the famous RCMP scarlet tunic, complete with breeches, boots, and flat-brimmed stetsons.

A 65-year period of male domination in the Ontario Provincial Police ended in May when 15 women were accepted as police-women recruits.

The women, including a mechanic's wife, a college student,

a boutique manager, a store detective and a factory worker, will be treated equal to and paid the same as male constables. They will carry service revolvers, billies and handcuffs, and will receive extra physical training with the emphasis on self-defense.

The women joined about 30 male recruits taking a training course in Toronto, after which they received on-the-job training in OPP detachments. Before leaving for their final postings, the recruits will attend a 12-week course at the Ontario Police College in Aylmer, Ontario and receive other training.

WAGE EQUALITY

A total of 146 nurses aides in a Saskatoon, Saskatchewan nursing home will receive more than $12,430 in back pay to bring their salaries up to the same level paid male orderlies.

The back pay covers a period dating back to July 1, 1973, when Saskatchewan implemented legislation requiring equal pay for men and women doing the same work in the same establishment.

B.C. REFORMS

Substantial reforms to the British Columbia Workmen's Compensation Act, including a change in title to remove the connotation that it applies only to men, have been introduced in the B.C. legislature by Labour Minister Bill King.

The bill contains proposals for improved compensation benefits, procedural reforms, greater recognition of industrial deafness and improvements relating to industrial safety. It would also change the name to Worker's Compensation on both the act and administering board.

Death benefits on new claims will be changed from the current fixed flat rate to pensions based on either the earnings of the deceased worker or a minimum pension, whichever is greater. As well, cost of living adjustments to benefits will be made twice a year rather than annually, in order to reflect changes in the consumer price index.

NEW FIP

Saskatchewan, in many respects a leader in implementing social assistance programs, will institute a guaranteed annual income plan in October that to date is one of the most far-reaching plans in Canada.

The Saskatchewan Family Income Plan (FIP) will make monthly payments to qualifying families with dependent children under the age of 18. An exemption level of $4,740 has been established for a family with one child, with the level rising by $240 for each additional child. Maximum annual payments to families at or below the exemption level is $480 per child up to three children, and $360 for each child thereafter. Thus, a family with one child at the exemption level of $4,740 will receive an annual benefit of $480; a family with two children with an exemption level of $4,980 will receive $960; a family with four children with an exemption level of $5,460 will receive $1,800 in benefits.

Families with income above t exemption level will have th benefits reduced by $1 for every of income in excess of the level. I example, a family with thr children under 18 with a to annual income, including fam allowance, of $5,220 or less, w receive the maximum FIP benefit $1,440. If the family's income w $7,000 the benefits would reduced by $1 for every $2 income over the exemption level $5,220, or by $890. The fam would then qualify for $550 ($1,4 minus $890) in benefits.

The plan also established elegibil limits, and families with incor above these will not receive a benefits. The income ceiling fo family with one child under 18 $5,700; with two children it $6,900; with three, $8,100; w four, $9,060; with five, $10,020; w six, $10,980; with seven, $11,9 with eight, $12,900.

ANNUAL VACATION

A provision establishing employee's entitlement to thr weeks annual vacation after wo ing one year with the sar employer was one of seve amendments to the Saskatchew Labour Standards Act recen passed by that province's legis ture.

Previously, an employee w required to remain with the sar employer for five years before thr weeks vacation were granted.

NFLATION WORSENING

nflation may have seemed bad last ear, but the worst could be oming this year, according to the nnual economic review of the ederal Finance Department, tabled the House of Commons in April y Finance Minister John Turner.

ne unusually large increases in anada's price levels were the most sappointing feature of the 1973 conomic scene, said the review. ne principal factors in this accel- ation were worldwide food and dustrial materials price increases nd, in late 1973, petroleum price creases. "Some increases, such as ose in textiles, have already rced their way to the consumer vel. Others, particularly metals d chemicals, operate with longer gs, and although they are owing or beginning to show rong increases now, their effect at e consumer level was far from mplete at year-end. At retail vels, the world experienced uring 1973 only the leading edge the effects of increased petro- um prices. The main push on ice levels due to petroleum price creases remains for 1974."

mmarizing 1973, the review ncluded that Canada had a good ar as judged by every major test t price stability. The real gross tional product increased by 7.1 r cent from 1972, the highest arly increase since 1956. A record mber of jobs were created and employment fell to 5.6 per cent 1973 from 6.3 per cent in 1972. t the year-over-year increase in e consumer price level was 7.6 r cent in 1973, compared with 4.8 r cent a year earlier.

e review noted that Canada's 73 labour force grew by "an ceptional" 4.4 per cent, or 3,000. Employment increased by

NFB

a record 5.2 per cent, or 430,000 compared with the previous (1966) high of 4.2 per cent, or 290,000 new jobs. All regions enjoyed employment growth: British Columbia's increase was 6.6 per cent, or 58,000 new jobs, and the Atlantic region grew by 6.5 per cent, or 41,000 new jobs. Québec grew by 5.8 per cent or 128,000 new jobs; Ontario by 4.6 per cent, or 148,000 new jobs; and the Prairies by 3.9 per cent, or 54,000 new jobs.

The average number of unemployed declined to 5.6 per cent, or 520,000 from 1972's average of 562,000. This, coupled with the labour force increase, resulted in the sharpest year-over-year unemployment rate decline since 1964-65.

The number of man-days lost through strikes in 1973 fell to 5.7 million from 1972's record total of 7.8 million; this is also below the five-year average of six million. A major contribution to the 1973 total was the late summer railway dispute, which led to the loss of 800,000 man-days. Disputes in manufacturing led to a loss of approximately 3.2 million man-days, said the review; 500,000 man-days were lost in construction, and 1.1 million man-days in transportation.

INTERNATIONAL ROUNDUP

STEELWORKERS SETTLEMENT

In one of the most important settlements in this year's negotiations in the U.S., the United Steelworkers of America won a contract in April that could raise the total labour costs of the country's 10 biggest steel companies by as much as 40 per cent over the next three years. The pact, which gives workers a pay raise of more than 60 cents an hour, "dims any hope that the moderation that marked labour agreements last year . . . will continue," commented **Time** magazine. "It represents a high price for labour peace."

The settlement—effective May 1, three months ahead of the contract expiry date—is the most generous ever negotiated by the USWA. It will raise the average steelworker's wage about 5 per cent a year, with the biggest boosts coming in the first year. The lowest-paid employees will get an initial increase of 18.4 per cent. In addition, each of the 386,000 workers covered will receive a $150 cash bonus and cost of living provisions applicable also to pensions. A generous escalator clause will add one cent an hour to wages for each rise of three tenths of a point in the Consumer Price Index.

The pact provides substantial improvements in the pension, health, accident and life insurance benefits, and a tenth paid holiday. Steelworkers will now be able to retire with full benefits at 62 rather than 65. Pension increases for those who have already retired ra from a minimum of 5 per cent, workers who retired in 1971, t maximum of 60 per cent, for th who retired before 1954. pensions will be raised additional 5 per cent in 1976.

The contract, which applies onl employees of the 10 largest U steel producers, will be extende the rest of the industry, cover nearly 500,000 workers.

Michael Bre

Steelworkers negotiators (right to left) John S. Johns (vice-president), W. Abel (president), Walter J. Burke (secretary-treasurer) being congra ulated by union members following ratification of the settlement.

argaining was conducted under a ear-old experimental negotiating greement that prohibited the nion from striking, gave it a uaranteed 3 per cent annual wage ıcrease and the right to bargain for ıore, and pledged both sides to ıbmit any unresolved issues to inding arbitration. The USWA and ie steel companies have agreed to se the same technique for the ext round of negotiations three ears from now, thereby ensuring bour peace in the industry for at ast six years.

QUAL OPPORTUNITIES

another important development, ie USWA and nine major U.S. eel companies recently accepted hat has been hailed as the most oncerted effort in American story to end job discrimination. he landmark agreement, egotiated by the companies and ie U.S. Government, promises omen and members of minority roups new opportunities for ntering higher paid jobs within ie basic steel industry. It will also ve back pay totalling $30.9 illion to victims of discrimination n the basis of sex, race or national igin. The back pay—ranging from 250 to "upwards of $3,000" per orker, depending on length of rvice and hourly earnings—will to some 40,000 employees hired efore January 1, 1968.

he steel settlement is the third ajor equal employment agree- ent adopted recently at the insti- tion of the Government. The hers involved the American elephone and Telegraph ompany and the trucking dustry.

A lawsuit filed by the Justice Department on behalf of Peter J. Brennan, Secretary of Labour, and the Equal Employment Opportunity Commission said that "the companies have followed a policy of hiring and assigning employees on the basis of race, colour, sex and national origin, with minority group and women employees assigned to the less desirable and generally lower-paying jobs with the least opportunity for advancement." In addition, the Government accused the companies of requiring more stringent qualifications for minority and female employees and of failing to provide them with advancement opportunities. It charged also that the USWA in contracts with the companies had deprived minority women employees of opportunities to compete with white men for better-paying jobs.

The companies and the union satisfied the lawsuit by signing two consent decrees filed in the United States District Court in Birmingham, Alabama. A joint statement by the nine companies said in part: "The defendant companies believe that the terms of the consent decrees, including the back pay awards; represent an equitable settlement and eliminate the need for protracted litigation."

The National Association for the Advancement of Coloured People opposed the settlement, however, on the basis that it would weaken the course of litigation, which has been a principal means of obtaining relief and remedies for black workers under Title 7 of the Civil Rights Act of 1964. A statement issued by Ann Scott, legislative vice-president of the National Organization for Women, also expressed "major disagreements" with the consent decrees. "One is the amount of back pay," the statement said, and "another is that the settlement allows the Government to go into court on behalf of the company, not the party discriminated against, in future legal actions."

The settlement establishes "goals and timetables" that will expand the range and number of jobs available to minority groups and female employees. The decrees require that half of all openings in trade and craft jobs be filled by such workers if suitable applicants can be found. They also state that, within one year, 20 per cent of all vacancies in maintenance and production jobs must be given to qualified women, and 15 per cent of any clerical and technical jobs must go to minority workers. In addition, 25 per cent of supervisory or management training openings must be given to members of both groups.

The decrees apply to 249 steel facilities, but non-steel affiliates of the companies are subject to their provisions. Compliance with the program will be monitored for at least five years by a union-industry Government "audit and review committee." In addition, "implementation committees" comprising union, company and minority members will be set up at each plant to ensure that the goals and timetables are being met.

UNCOMMON HARMONY

"For more than three years, relations between employers and organized labour in the U.S. have been marked by uncommon harmony," noted **U.S. News and World Report** in a recent number. The magazine explores in detail the reasons cited by labour relations observers:

(1) Federal wage and price controls exerted pressure on negotiators of wage contracts to be modest in their demands. The existence of the controls program also made it possible for union officials to "save face" by accepting settlements within the guidelines. Moreover, unions were not prepared to make an all-out fight on wage controls because they were sensitive about being blamed for inflation.

(2) Cost of living escalators in recent contracts have taken some of the heat off workers' pay demands. About four million workers were protected by escalator clauses at the beginning of 1974, and various recent settlements have brought others under the plan.

(3) Workers are less eager than formerly to go on strike if winning higher pay and improved benefits is going to prove too costly. Strikes cost unions money, not to mention time and effort. For the past three years, union leaders have been speaking out increasingly against using strikes as a weapon to achieve better wages and working conditions.

(4) Current unemployment and the threat of layoffs have helped to bring about a more peaceful labour atmosphere.

(5) Unions have been putting almost as much emphasis on fringe benefits as they have on cash pay increases, and employers have been fairly liberal in granting such "extras" in recent contract negotiations.

LABOUR SCENE IN JAPAN

Millions of Japanese workers won pay increases averaging 30 per cent in April following the worst wave of strikes in Japan's history. The walkouts, involving transport, postal and communications workers as well as other groups of employees, were part of this year's spring labour offensive in which the unions demanded more money, improved social welfare benefits, and the right of public service employees to strike.

The steep rise in Japan's national wage bill, coupled with the soaring cost of imported commodities, is expected to result in higher export costs. Whether Japanese products in world markets will remain competitive will depend largely on the prices of goods from other advanced nations that have also been affected by a high rate of inflation.

THREE-DAY WORKWEEK

Productivity in the British manufacturing industry may be encouraged to grow more quickly as a result of the remarkable achievements in maintaining output during the three-day working week last winter, says a survey published by Britain's National Economic Development Office (NEDO). Many important lessons will have been learned by management and labour, it says.

NEDO, the "General Staff" of
National Economic Developm
Council, which brings together
representatives of both sides
industry and government minist
set up the enquiry as soon
possible after the three-day w
was initiated, so as to bring
lessons of permanent value.

Extra co-operation by manageme
and workers matched
challenge, says the repo
Management used every strat
open to it to save output, a
workers reacted favourably. "
key to success in every case
thorough and careful consultat
with the workforce in advance
changes in hours and work sch
ules."

Where there was a material fal
hours worked by producti
workers, (depending on how m
electricity was normally used
how far stand-by generat
equipment was involved) out
per hour increased. In about
the mechnical engineering pla
covered by the survey, hou
output showed an average gro
of seven per cent.

Increased output in mechani
engineering was attributed by b
management and workers ma
to increased effort to maint
earnings. The longer shifts wor
were regarded by both sides
conducive to increased eff
"This involved both harder a
more accurate work."

Other factors increasing prod
tivity were a decrease in dema
tion (restriction of particular ta
to particular types of worker),
operation with management

'on-the-spot" improvisation, and greater acceptance of responsibility on the shop floor.

One reason why output during the three-day week was well above the expected level (around eighty per ent of normal) was the use of uxiliary electricity generators. Manufacturers had much more of his capacity than had been ealized. It seems likely, the survey dds, that companies will have ecome more conscious of the eed for using electricity more fficiently.

mong the lessons that industry ill have learned are the relaxation f "who does what" work rules, esh insight into the bearing of the ake-up and duration of the orking week on labour produc- vity, the standardization of prod- cts, the need to improve produc- on control information, and, most mportant, the value of good ndustrial relations.

he consultation between nanagement and workers about teps to maintain output enabled he considerable reserve of oodwill between both sides to be uickly translated into action. "The orizons of management and trade nion thinking," says the report, have been widened."

he survey was based on examina- ons of the performance of about 00 plants in nine industries.

LO GROWS

iji became the 125th member state f the International Labour Orga- ization in April. Ratu Sir Kamisese Mara, Prime Minister of Fiji, nformed the world labour body nat his country accepted the bligations of the ILO's consti- ution.

RURAL WORKERS SPOTLIGHTED

Rural workers have been left behind in the struggle for a better life, and must unite more effectively to raise their standard of living, says the International Labour Organization. In a report placed before delegates at the International Labour Conference in June, the ILO notes that more than two thirds of the world's population lives in rural areas. Yet agricultural workers, who make up 50 per cent of the labour force in developing countries, do not receive their fair share of agricultural income.

"Rural areas in these countries continue to be marked by economic stagnation, an abundance of unused manpower, and widespread illiteracy," says the report. "Though technological progress has made it possible in certain cases to increase overall productivity, the poorest groups do not make enough to improve their housing or their diet, and their education and training opportunities are inadequate."

The ILO believes that strong, independent, and representative organizations are needed to rectify this situation. "Experience shows that organizations of agricultural wage earners and of self-employed rural workers can defend the interests of their members efficiently," the report affirms. "Urban trade unions, with their experience in promoting workers' interests, can also play an important part in the development of rural workers' organizations."

ILO

The report notes that obstacles to the creation of strong and representative organizations for rural workers include lack of suitable labour legislation or of the machinery to implement it, political pressures, lack of the means to finance the organizations, and lack of education and training.

On the basis of suggestions gathered from 62 member states, the international labour body put forward a series of measures for discussion at the June conference. The proposals:

—adoption of national policies to promote the establishment and growth of rural workers' organizations;

—observance of the principles of right of association and collective bargaining in conformity with ILO standards;

—adaptation of the relevant laws and regulations to the special needs of rural areas;
—measures to ensure effective consultation with rural workers' organizations in all matters concerning rural working and living conditions, and their participation in devising, carrying out and evaluating programmes that concern them;
—improvement of rural workers' education in general, technical, economic and social fields, in which existing trade unions might be associated;
—provision of financial assistance to rural workers' organizations in a manner that respects their independence and interests, and those of their members.

The discussion is expected to lead to the adoption of a new international labour standard on the promotion of rural workers' organizations by June 1975.

TEAMSTERS vs. UFW

The International Brotherhood of Teamsters has threatened retaliation against any unions that support the AFL-CIO's boycott of California grapes and lettuce that are not harvested by the United Farm Workers. In a letter to leaders of AFL-CIO affiliated unions, Teamsters President Frank Fitzsimmons warned that unions supporting the boycott would forfeit Teamsters' support and co-operation. "If you are not with us, you must be against us. We do not propose to support unions that are fighting us," the letter said.

Fitzsimmons also sent a letter to AFL-CIO President George Meany urging an end to violence in the California farm fields. Meany replied angrily, charging that violence in the fields last year "resulted solely and simply because the Teamsters imported goons."

The powerful 2.2-million-memb Teamsters union has been lock in a bitter struggle with Ce Chavez's UFW, an AFL-CIO aff ate, over the organization workers in California's lettu fields and vineyards. The UFW w recognition from the growers 1970 through a nation-wi boycott. Since then, the Fa Workers have lost ground stead to the Teamsters, and are aga battling desperately for surviv Meany endorsed the new boyc and urged the AFL-CIO's 1 million members to rally behi Chavez because of what he call the "unconscionable raid by t Teamsters, and the collusi relationship between t Teamsters and the growers." T boycott is supported by ma unions in Canada.

FEEDBACK

'HAVEZ

hese remarks are in reply to the rticle by John Bank on the grape oycott in Canada that appeared in ie February issue of **The Labour azette.**

y now, we are all familiar with esar Chavez's entry into the fields. was done by a boycott of lettuce. lany unions, including the eamsters, co-operated with havez in the boycott. The eamsters were in the best position f all unions to extend help ecause of our agreements with ucking companies, freezer plants ad packing houses. We had embers in the field at that time, to.

lennis McDermott of the UAW tils us the boycott captured the iagination and support of so rany people. Unfortunately, the FW also captured a large number cfarm workers through the misuse c the hiring hall.

Te mismanagement of the UFW's hring hall practices did more to enate the field workers than any ner act. Although all of us can recognize the benefits of a properly run hiring hall, we can also see the disadvantages when the dispatchers refuse to dispatch a family as a unit. It was customary and desirable for the family to operate as a unit, especially during the grape harvest. Under the UFW hiring hall, the family unit was split. We will forward evidence of that statement.

It would appear that Cesar Chavez has ample time, as he really no longer represents anyone, to think up cute sayings such as "The day is over when two anglos can sign a contract for us on the back of a valentine." Many people make reference to sweetheart agreements, but no one has produced one. In fact, a simple comparison of the wage scales negotiated by the Teamsters and the UFW will prove without a doubt that the Teamsters' rate is superior. The fringe benefits negotiated by the Teamsters are far superior also. We challenge anyone on either side of the border to produce a UFW agreement that is equal or superior to the Teamsters' agreement. The Teamsters' field and grape agreements are in every classification superior.

People are also misled into believing that the grape agreements negotiated and signed last spring by the Teamsters were brought about without consultation with the grape workers involved. In every instance, the overwhelming majority of the former UFW's members signed application cards to join the Teamsters Union voluntarily prior to any negotiations taking place. These agreements were negotiated and accepted by the grape workers involved prior to them being signed. Any statement by George Meany to the effect that the UFWO still had the support and sympathy of the grape workers subsequent to the expiry of their Agreement on April 15, 1974 does not make it a fact.

The Teamsters continue to sign up field and grape workers daily. The total number now represented by the Teamsters is 25,000. They are all members by virtue of having voluntarily signed application cards to become members of, and to be represented by, the Teamsters. As activity reaches a peak period, that 25,000 figure will be doubled.

Chavez's support continues to decline. One of the last two grape growers represented by the UFW recently held a secret ballot supervised by Reverend Richard Humphreys, Pastor of our Lady of Soledad Roman Catholic Church in Coachella. Sixty employees of K.K. Larson voted for no union, while only 28 voted to remain with the UFW. The Teamsters were not on the ballot.

Farm workers, like other workers, should be entitled to free secret ballots, and the Teamsters long ago advocated that right, as the record will prove. The Teamsters have, on

numerous occasions, submitted briefs requesting that the field and grape workers be brought under the provisions of the National Labour Relations Act, which embodies free elections.

Cesar Chavez is reported to have told a convention that farm workers would crawl on their hands and knees to have a union like CUPE. Well, it just goes to show that, when you stand up straight to be counted, you can join the Teamsters.

Although it is true that British Columbia's Health Minister Dennis Cocke did order institutions under his jurisdiction to boycott grapes and lettuce, it was indicated it was done in ignorance. The directive was withdrawn at the instruction of Premier Barrett. Mr. Cocke had been advised, improperly, by another misguided Union representative that the grapes and lettuce were non-union, when in fact they were all union products.

For anyone who thinks otherwise, let them be assured that any sprays, insecticides and pesticides used on any fields under the jurisdiction of the Teamsters, are also used in fields and crops under the jurisdiction of the UFW. As all Teamster members are covered by a welfare plan, it would be impractical for the growers to use sprays injurious to the workers; but it is common knowledge that the use of sprays has not always been so restricted.

The social service centre operated by the Teamsters for the field workers provides assistance to the workers in matters involving housing, fire, police, hospital, health, schooling, unemployment and many other services. It is at present formulating many other programs for the farm worker's family. Included in these programs will be various training programs, consumer and nutrient education, and much needed day-care centres. Everyone associated with the farm worker can be justly proud of the Teamsters' Social Service Department.

Cesar Chavez would lead the public to believe he eliminated the contract farm labour boss. He is reported to have said that, since he lost the field and grape workers to the Teamsters, it has meant a return of the contract bosses. The truth of the matter is that they did not go away. He simply ignored them, hoping they would go away. Although he was ignoring them, it must be admitted that their conduct left much to be desired.

The Teamsters are changing that situation now, however, by bringing the workers of the contract bosses under the standard union agreement that provides them with the regular rate of pay, plus all the fringe benefits including unemployment insurance, to which the UFW's are not entitled. The organization of this segment of the industry has also meant a marked upgrading in the workers' living accommodation, which is strictly supervised according to the terms of the agreement. Any violations are subject to the grievance procedure.

While Cesar Chavez preaches passiveness and non-violence, his union does not practice it as his thousands of dollars out-of-court settlements for beatings would prove. Chavez signed two cheques in the amount of $8,850 recently to satisfy out-of-court settlements. The recipients of his vengeance and cheques were Rudolph Pile, who was beaten with a lead pipe, and Hamero Mendiola, who was shot 7 times in Santa Barbara County, California.

Although it may be true, as Chav says, that the UFW has the bisho it is also true that the Teamst have the workers. This fact apparently beginning to dawn George Meany. He has told Chav that there is no more where the l 1.6-million-dollar handout ca from. Meany is most concern because, as he pointed out, it w Chavez's own members who w behind the picket lines last yea Coachella. Meany is also consci of the fact that demonstrations a secondary boycotts cannot repl honest organizing and super agreements. Meany has stated t he can no longer support secon ary boycotts that work to the de ment of the winery workers, m cutters and retail clerks—all A CIO affiliates.

Norman Gillan,
Organizer,
Western Conference of Teamste
Vancouver, B.C.

ATTENTION, READERS!

Correspondence concernir articles published in **The Labo Gazette** should be addresse directly to the Editor, rather tha to officials of the Departmer Content of the **Gazette** is t responsibility of the Editor.

Arbitration in Essential Industries

IN A FREE SOCIETY THERE ARE NO ALTERNATIVES TO THE RIGHT TO STRIKE

by WILLIAM MAHONEY

The question most frequently asked in industrial relations circles these days is: "Is there a better way?" Essentially it points to the need to explore all the alternatives to the strike. I want to approach this subject on a positive note, so in posing the question, "Is there a better way to make free collective bargaining work?"

There are alternatives to the strike. I do not believe, however, that in a free society there are any alternatives to the right to strike. Over the years we have all been exploring, and I would hope will continue to explore, every possibility of making the need to use that right as infrequent as possible.

Although the right to strike has not been given up by the Steelworkers in the United States, the opportunity to exercise that right on a broad, industry-wide scale has been voluntarily relinquished, under certain specific terms, until 1977. (Ed. note: this arrangement has now been extended to 1980.) The new bargaining procedure is officially known as the "experimental negotiating agreement." Our people in the U.S., and the 10 steel companies that are party to the agreement, regard it as a historic breakthrough on the collective bargaining front.

The new experimental agreement provides certain guaranteed preliminary benefits for the members of the 10 big companies in basic steel in the U.S. It (1) protects certain existing employee benefits and rights; (2) allows the parties to negotiate freely in almost all economic and fringe benefit areas; (3) safeguards certain management rights; (4) eliminates the possibility of a nation-wide strike or lockout in the steel industry; and (5) provides for voluntary arbitration of any unresolved bargaining issues.

Our Canadian Board members abstained from voting because the impact of this in Canada was very, very minimal, affecting less than a thousand people, compared with

tens of thousands in the U.S.—particularly those at the Marmora mine of Bethlehem, and at the Union Drawn plant of Republic Steel in Hamilton.

Explaining to our U.S. colleagues our reasons for refraining from voting, we put forth the position that the impetus to try such a new approach to making free collective bargaining work grew out of the particular circumstances that existed in the U.S. steel industry, and the bargaining pattern between our union and the basic steel industry in the U.S.

It was the conviction of the leaders of our union in the U.S. that, because they bargain on an industry-wide basis, the impact of industry's stockpiling on the eve of collective bargaining as a cushion against a possible strike was making it almost inevitable that, if an agreement were successfully concluded without a strike, layoffs occurring while the inventory was being eaten up would be unavoidable.

The loss of employment from the buildup of such inventories, and from the importation of foreign steel for that purpose by the customers of the steel industry, meant that our people in the U.S. were paying almost as high an economic price for successfully concluding an agreement without a strike as they would pay if a strike took place.

This situation does not necessarily apply in Canada, where we bargain corporation-wide rather than industry-wide. In 1958 we had a strike with the Steel Company of Canada, while the rest of the industry continued working. I believe that our position was the right one then. Steel continued to come into the market; contracts in the other operations were open for negotiations; and we had the opportunity to establish a pattern with the company that would eventually settle the strike. The knowledge that competitors were continuing to move their product into the market provided the Steel Company of Canada with the necessary impetus to use the pattern established by Algoma Steel to settle their own collective bargaining agreement for the forthcoming term.

So—our experience having been different, our collective bargaining pattern having been different, meant that, although we could appreciate the value of the approach used in the U.S. in the light of the particular circumstances they face, we couldn't envisage voluntary arbitration as suitable for dealing with our collective bargaining problems in Canada.

Also, when we examined th methods on a broad, philosoph basis, we were concerned ab the fact that arbitration in Can has so seldom produced any n social breakthroughs. In most ca we have had to content oursel with transplanting the social ga made elsewhere.

The particular circumstances of steel industry in the United Sta led both management and union to conclude that an exp mental agreement on volunt arbitration might prove to worthwhile in meeting problems that they jointly face. fact that a considerable numbe industries in the private sect automobile, chemical, rubber glass—are all still operating outs the framework of volunt arbitration means that there many areas in which soc breakthroughs have yet to co

he peculiar needs and problems f these areas within the steel ndustry will have to be taken into ccount when labour and anagement render their final udgments on the validity of rbitration.

he basic position agreed upon for he duration of the experiment, though it doesn't prevent the teelworkers from seeking greater ay increases in negotiations, does rovide for a guaranteed increase f 3 per cent per annum in each of he three years of the agreement. ach member having employee atus as of August 1, 1974 will ceive a one-time bonus of $150. he steel companies agreed to this rangement in view of the antici- ated production savings that ould result from elimination of e need to stockpile. The bonus eans a total payout by the 10 ompanies to Steelworkers in the S. in excess of $50 million.

he agreement ensures also that e cost of living clause won in 71 will continue to be in effect rough 1977. Further, there is no or under, and no ceiling on, the mount of the cost of living djustments that can become ayable during the life of the greement.

Obviously, there are fundamental safeguards in the existing collective bargaining agreement that each side wants to protect and preserve. They pertain to local working conditions, past practices, union shop and checkoff provisions, no-strike and no-lockout provisions, and the management-rights provisions. Under the new agreement, there is one bargaining procedure to resolve national issues, and another to resolve local issues.

Despite the reservations Canadian Steelworkers have about the possibility of transplanting the American experiment to Canada, we believe that any student of industrial relations should look upon it with great interest, and with sincere best wishes for its success.

The Steelworkers in Canada have had a stormy collective bargaining relationship with International Nickel. In full co-operation with the industry, we are currently attempting to find an alternative to strikes with this company. We want to speed up the grievance machinery, expedite arbitration cases, and convene periodic meetings—between collective bargaining sessions—with responsible representatives from the industry and our union.

The purpose of these meetings will be to examine the irritants in our relationship, ways of living together more amicably, and alternatives to the strike that will not require our giving up the right to strike, even for a short period. We are hoping that, out of a subsequently improved relationship with the International Nickel Company, we will make collective bargaining work better, improve human relations throughout industry, and ultimately find an alternative to the strike weapon.

We must keep in mind, however, that if we in Canada had been as badly advised as was our sister commonwealth, Australia, and had elected to rely on compulsory arbitration, it is doubtful that there would be any impetus on the part of either the union or the company to seek ways and means of making collective bargaining work more effectively.

Out of the last bitter strike came the realization that the condition of human relations at International Nickel made it imperative that labour and management make a positive effort to improve them. The imposition of compulsory arbitration as a solution at that time would have generated hostility among the workers, robbed the company of any incentive to improve its collective bargaining procedures, and forced both parties to depend on the law for a solution to their problems. In the resulting turmoil, progress would have been improbable, if not impossible. Good human and industrial relations cannot be legislated. They arise only in an atmosphere of mutual respect, and through a mutual determination to match our conduct with the needs of the particular industry and bargaining situation in which we find ourselves. We must be guided by the principles of an enlightened democracy—good will and determination—to make collective bargaining work. To substitute coercion for the free efforts of free people in a free society to preserve and promote the continuing effectiveness and usefulness of collective bargaining in industrial relations is no alternative.

In the more than 30 years during which I have been active in a responsible position with the Steelworkers of Canada, I have seen industrial relations improve immeasurably—even in the mining industry, which was the most reluctant to accept even the concept that workers had a right to organize and bargain collectively. For many years, the main issue in the minds of mining management was not what the standards should be in the industry, but the union's right to survive. This was the issue that regularly clouded our negotiations. In large measure, this is no longer so; we are making collective bargaining work better in the

mining industry today than at any time in the past. There are great improvements still to be made, but our record to date is one of achievement.

When we turn to the question, "Is there a better way?", we automatically come face to face with a second question: "Should collective bargaining work one way in the private sector and work another way in the public sector?"

To begin with, I must say that I am unalterably opposed to compulsory arbitration in the private sector. I don't think it will do the job that must be done in a dynamic, changing society. I do not think that you can have free enterprise—if that's what we have—and at the same time, hamstring the labour movement. I don't want to sound corny, but I think that Lincoln's advice that "no nation can live half-slave and half-free" is a valid attitude when applied to collective bargaining, at least in the private sector of the economy. Workers in the private sector must be free to use their collective strength to ensure that they share in social progress.

As for the public sector, public service employees in most parts of the country have periodically indicated by their actions that they will not settle for anything less than meaningful collective bargaining, even if they must deliberately flout the laws that appear to them to be impeding that calibre of bargaining. When such extreme measures are taken, the situation is obviously distressing to the general public—but no more so, I am sure, than it is to the public employees concerned.

Think, for a moment, how illogical it is for society to say, in effect, to its hospital workers, "Your services are so essential that you must forego one of the basic freedoms—that of free collective bargaining." The proposition becomes more illogical when the arbitration machinery, public decrees, or whatever other instrument has been used in the past to set the rates of pay and determine the working conditions of hospital workers, has been rendered ineffective. For it is at this point that these "essential" people discover themselves to be not only among the lowest paid employees in the country, but also subjected by legislated minimum wages to a standard of living that provides them with something less than the bare necessities of life.

The reason why there is little possibility that so-called "essential" public employees will accept arbitration as a substitute for free collective bargaining is that an examination of the wage rates and working conditions in the public sector demonstrates that arbitration has worked to their detriment. To put it bluntly, these people haven't been given the wages and working conditions they deserve in the light of the pontifical assurances repeatedly made about the absolutely essential quality of their services.

The Woods Task Force, in my judgment, was wise in pointing out that there may be some justification for treating employees in an essential service somewhat differently than employees in the private sector. But the definition of essential service should be based on criteria that ask the question: Can the absence of these employees from work bring disaster to the community, or would it be mer an added inconvenience? If t public wants to underpay the people, wants to treat them as t lowest possible menials, the believe the public should prepared to accept the incon nience when they withdraw th services. If public service empl ees are truly essential, then must establish machinery to ens that this fact is reflected in th wages, and in their working a living conditions—as well as in need to have their services on uninterrupted basis.

The only legal way to remove right to strike from these peopl to have our society eliminate need for them to strike. employee in the public serv should be receiving wag substantially lower than those p to comparable employees in private sector doing the same wo No law in Canada will permit public to continue inflicting t kind of social injustice upon lowest-paid members of our so ety.

Whenever we are plagued with inconvenience of strikes, we au matically look for easy, expedi solutions. There are many countr in the world where strikes are legally permitted. In a number these countries, the substitute periodic bloody revolution, a the killing and jailing of ma people. In some instances, lack democracy in the workplace h resulted in the forceful overthr of governments, and the oblite tion of all signs of the democra tradition. Obviously, this is no better way!

So—back to the basic question: Is there a better way? I am certain all of us believe that our present collective bargaining procedures can be improved. Perhaps we should examine some of the likely criteria for improvement.

Do we accept without question the right of workers to organize? Do we accept the principle that individuals will have the strength and the voice to change their conditions only if they have a strong union to represent them? We should look at the experience of other nations. Sweden has found a better way. And Sweden hasn't found it by pursuing the determination that exists in industry and government in Canada to discourage organizing. Sweden has found that the encouragement of strong unions, the building of a society whose workforce is more than 90 per cent organized, is one of the ways—one of the better ways—to make collective bargaining work. This is one of the factors we should look at in Canada.

We should also probe the question: Is it public policy in Canada to encourage the development and growth of organized labour? For, as long as Canada has a trade union movement that exists in spite of the attitudes and actions of government and employers, that movement will look with skepticism at any gestures of good will.

There has to be a better way. And if we are ready to accept that thesis, if we want to continue enjoying, without interruption, the amenities provided by persons considered to be performing essential work, then we must eliminate their need to use the strike weapon to obtain elementary social justice. Until we take this step, the suspension by legislation of their right to strike will achieve nothing of real or lasting value.

We must continue to tax our ingenuity for acceptable alternatives to arbitration and coercive legislation, for there is no panacea that will resolve our problems easily and at no cost to ourselves. There is a price to be paid in the search for a better way, but we must be prepared to pay it if collective bargaining is to grow in effectiveness. Its disappearance from the industrial relations scene would serve only to place an intolerable burden on those least able to carry it.

Marcel Ray

Mr. Mahoney, who has been a union official for 35 years, is the National Director in Canada for the United Steelworkers of America and a General Vice-President of the Canadian Labour Congress. He has served on the Executive Board of the International Confederation of Free Trade Unions since 1956. He is an active member of the C. D. Howe Research Foundation and the Canadian Institute of Public Affairs and served on the Economic Council of Canada until earlier this year.

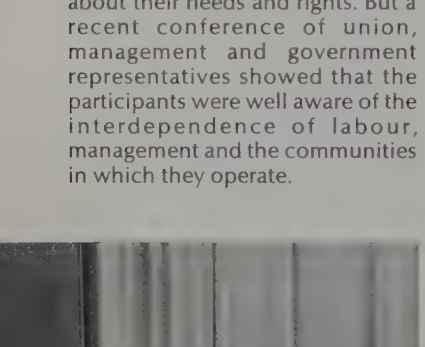
The foregoing article is adapted from an address he delivered in Edmonton to the 21st Annual Personnel Conference.

N.B. Union-Management Conference

MAKING COLLECTIVE BARGAINING WORK

by TED WEINSTEIN

Most Canadians, when they are hurt by strikes, work slowdowns or other forms of labour unrest, see themselves as pawns in the middle of employee-employer troubles and feel that neither side cares about their needs and rights. But a recent conference of union, management and government representatives showed that the participants were well aware of the interdependence of labour, management and the communities in which they operate.



Panelists Jain, Steeves, and Lockhart

"Responsibilities of Union and Management Toward Each Other and the Community" was the theme of the one-day conference, held at the University of New Brunswick in Saint John. Sponsors of the conference were the Labour-Management Studies Program of the university and the Union-Management Services Branch of the federal Department of Labour. Conference co-ordinator Dr. **Hem C. Jain,** Professor of Business Administration at the university, opened a morning panel session by reminding delegates that both union and management have a responsibility to make collective bargaining work, and that their relationships affect the community in which they operate and its residents.

Labour Minister **John Munro**, panel member, asserted that spite of its problems, collecti bargaining is one of the be systems yet devised. Compulso arbitration would lead to statis unions and management will lo control. It is important to devi solutions to labour proble without resorting to oversimplifi compulsory arbitration. Collecti bargaining underlies one of t fundamental tenets of the weste democratic process.

Union and management leade who rely on third parties as a f "to get them off the hook" a prejudicing collective bargainir he said.

Sometimes intervention in labo disputes by "trouble shooters" experts such as academics, poli cians or arbitrators is necessa Jain commented, but union a management leaders who depe on third parties to solve the problems may tend to transfer t

esponsibility for self-discipline nd control to someone outside ne collective bargaining system. Surely there are other avenues vailable to the parties themselves or resolving these problems.

One of the mechanisms that has been tried elsewhere and may be worth exploring here is the development of a means—call it a labour-management consultation committee or a labour-management relations committee—that can become a forum on a continuing basis for the exchange of ideas and for the solution of mutual problems," suggested Jain.

Voluntary arbitration has been proposed as a means of settling contract disputes, but in order for this to work, he said, there must be a climate of mutual trust and a system of two-way communication. "The voluntary arbitration approach must also be accompanied by an on-going agreement between the parties to continue and expand the problem-solving and decision-making process so it becomes a way of life for the parties in conducting day-to-day operations."

"The effectiveness of collective bargaining depends to a large degree upon the balance of power. When one of the parties is weaker than the other, difficulties and problems arise and occasionally break into the open. Although the collective bargaining system has its weaknesses, there is no viable alternative system that can resolve the problems," he said.

Irresponsible behaviour, such as management using scab labour to break a strike or unions employing wildcat strikes or other work stoppages, damages the confidence each party has in the other and hurts collective bargaining. The community also becomes frustrated. "Both parties must exercise self-discipline and respect the legitimate economic interests and rights of the other members of the community," Jain declared.

Balance of power and resistance to change, which play a major role in most industrial disputes, also affect community interest groups, he noted. In recent years major urban centres have experienced crises or conflicts between groups that want to either effect change or prevent it.

Munro stated that the Union-Management Services Branch of the Department of Labour attempts to solve the frustrations of collective bargaining. It is designed to promote constructive union-management relations, offer advice, and provide industrial relations training. Through these, the UMSB hopes to promote union-management consultation for the life of a collective agreement so that issues can be resolved without a long strike.

Rodman Logan, New Brunswick Labour Minister, called on management to develop "an increasing awareness of workers' changing attitudes, and of the nature of the economic and social system that is altering the concepts of work commitment. People are looking for respect, with a useful role to play and a meaningful voice in our ever-changing society. A very significant number of our workforce are dissatisfied with work that is dull, meaningless and repetitious, offering challenges. It is the responsibility of union, management and the community to find the answers."

There has been some response through collective bargaining to the needs and desires for change, Logan noted. But the response has been slow and small, resulting in low worker productivity that shows up in absenteeism, high turnover rates, wildcat strikes and poor craftsmanship. In addition to this, there is some indication that community life follows work life: the consequences of having work problems and disputes will be a decline in physical well-being, mental health and community participation, and increases in drug or alcohol abuse, aggression and deliquency.

Attitudes toward work are changing, he asserted, as hours of work are shortened, wages increase and workers shift their commitment to leisure time. "The circle is completed when greater leisure time involvement stimulates new interests and aspirations outside the job, and the demand for increasing benefits from work becomes greater.

"The highly competitive nature of industry, the need for massive production of goods and services, has tended to diminish the perspective of the job in relation to the entire organization. Motivation relies heavily on goal setting and attainment: as the tasks of industry are broken down into increasingly smaller components, pride, initiative and a sense of accomplishment are strained. The creative energies and enthusiasm for work tend to be redirected to other pursuits outside the work place."

Every aspect of contemporary society, Logan continued, is exposed to increasing pressures for change. But when great and rap changes occur, basic fundament principles are often threatened.

"Change is essential to a growi economy, but growth has to l accompanied by stability, equali and an understanding of all th alternatives to change," he statec

Paul LePage, president of the Ne Brunswick Federation of Labou told delegates that both priva industry and government mu recognize and understand th economic philosophy of organiz labour. Management should rea ize, he said that labour: (1) ful supports and encourages priva sector capital investment; (actively undertakes to ensu increased productivity and prof and (3) believes in and expec equitable distribution of the prof of increased activity and return.

The Canadian Labour Congress must urge its member unions to organize more workers instead of relying on the Government to help workers join unions, Labour Minister Munro said at the conference luncheon.

"Why is it that only one third of the Canadian workforce is unionized?" he asked. "It may be that protection of the status quo in unions and a fear of profit loss on the part of management are the reasons why the hardcore of the underprivileged has not been better helped to join the mainstream of society.

"The fact is that the unorganized are mainly among white-collar workers, female workers, and those in small establishments, which do present particular organizational difficulties."

"Small units are more difficult to organize," asserted Munro, "and they are not as attractive to organize as the larger ones because the per capita cost of organizing them is higher. It is evident to me, therefore, that the CLC should be a little more introspective on the question of the need to increase unionization.

The Canadian Labour Congress its recent memorandum (LG, Ma p. 347) urged the Government establish a committee to exami both the Canada Labour Code a the Canada Labour Relations Boa procedures, and to come up wi

he first two points are the ackbone of private industry's hilosophy, he noted, but equita-le distribution of productivity and rofit is a "purported" thorn in abour-management relations. "I ay purported thorn because, given ur system of collective bargaining, oth parties should be able to esolve what is equitable, fair or ist in an orderly fashion and to the utual agreement of all oncerned. While differences can nd do arise, an enlightened and easonable approach on the part of oth can remedy a seemingly npossible situation.

But an enlightened and reason-ble approach to collective argaining requires effective ommunication between labour nd management: the kind of ommunication that allows them negotiate, with the least possible friction, a collective agreement that will recognize labour's contribution to enterprise and management's special problems," LePage declared.

Compulsory arbitration is not a responsible alternative to free collective bargaining, he continued. "It simply enables labour or management to delegate their decision-making responsibilities to someone who is even less competent to make them. However, that is not to say that voluntary experiments in collective bargaining are not acceptable."

Besides unions and management having a responsibility to negotiate and administer collective agreements, employers also have a responsibility to recognize the right of workers to organize and deal collectively with them. But, LePage said, many employers are not living up to this, as Labour Department reports show.

Management and unions have a responsibility, said LePage, to join with the communities in some form of provincial labour-management committee to ensure industrial harmony within the province. This is the way to achieve the necessary changes with minimal adverse effects for both parties and the community.

New Brunswick has such a committee, under whose auspices the existing Industrial Relations Act was formulated in 1972. But except for the institution of a sub-committee, "it has become dormant since the Act's formulation and seemingly awaits a conflict situation before becoming fully functional," asserted LePage.

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commendations to help workers in unions.

Wholesale and retail trade, finance, surance, real estate, and the srvice industries are the least ganized industries in Canada. hile the labour force within them expanding, Munro declared, the gree of unionization is falling far hind: between 1956 and 1966, e increase in the number of paid rkers in these groups repre-nted 1.25 million out of an erall increase of 1.6 million. Yet ion membership in these groups rely increased 134,000, of which 000 were government employ-es.

"It is all very commendable to commend the establishment of a committee," Munro said, "But the CLC must also convince its unions that they must regard the organization of the unorganized as a priority objective for which they have a prime responsibility."

In the case of the attitudes and fears of management against organized workers, Munro said, many employers complain they cannot afford unionized employees. "A common complaint is that small-sized businesses would fold if their workers unionized." Some would go under, he agreed, but they would have failed regardless of unionization. Others fold due to inefficiency, poor management, poor marketing techniques and other factors.

"But government cannot be expected to determine policy on the basis of that small segment of the business-industrial community that is inefficient, marginal or hardly viable regardless of unionization. To hold back the growth of unionization in order to protect inefficient firms can scarcely reflect progress and responsibility," the Minister told the delegates.

"Let me repeat that I cannot agree with the sort of complaint I have outlined—most certainly not when we are speaking in the context of more equitable distribution of wealth and of our respective responsibilities to the community. What community is well served when perhaps a significant proportion of its workforce receives little, if anything, more than the minimum wage? How can employers increase sales and improve growth potential in this situation? How can the employees improve their situation?"

Unionism is not a panacea for either side. Rather, suggested Munro, low-paid workers should represent to management a largely untapped source of sales, something that is vitally important in the current competitive market place.

Organized labour since its inception has acted in a responsible fashion toward the community at large. Unions have many times actively demonstrated concern for all workers, and labour is particularly active in such fields as consumer affairs, human rights, and the development of community health centres, housing projects, and anti-poverty programs.

Community action requires a motivated and educated membership, and unions sponsor schools such as the Labour College of Canada, and weekend educational programs. To provide leadership, the Atlantic labour movement has established the Atlantic Region Labour Education Centre (ARLEC) at St. Francis Xavier University. Whereas this school develops understanding of society and community problems and needs, LePage noted, an Atlantic business community institute offers courses in business subjects with no emphasis on management or business obligations to the community.

Hugh M. Steeves, mill manager at Kimberly-Clark of Canada and a member of the Saint John Board of Trade, told the delegates that the common objective of labour, management and the community is the creation of wealth. Wealth usually has the connotation of excessive abundance, but to Steeves it is synonymous with prosperity and success.

Communities are wealthy or prosperous when they have good stores, roads, public buildings, housing, recreational facilities, and high employment. Industries are successful or wealthy when they make a good profit, maintain regular employment, maintain market acceptability and expand to meet market needs. Unions are thought of as being wealthy when they have a war chest, and when they supply good services to their locals.

Steeves agreed that defining the fair share of wealth for labour, management and the community is always subjective. Each group usually does not recognize the needs of the other two; nor does one necessarily tailor its programs and/or demands to fit in with the overall primary objective. What is needed, he suggested, is a change in attitude brought about by communication, exposure and experience.

Our economy is interrelated a interlocked, stated Steeves. industry, mass productic specialized machines and spec ized processes have increased t interrelationship. In communit (city, province and nation), th has been a loss of self-sufficien as the individual community c no longer meet the needs, wa and desires of its people.

When labour and management in conflict, more than just the t parties involved are affect because of our economic a social interdependence. It has be said that industrial conflict shou be government regulated—i compulsory arbitration—but t type of intervention seems to designed more to decrease t effects than to solve the probler

According to Saint John Ma Robert Lockhart, management l the right to manage and negot ing committees have the right represent workers. But neither s should forget that the fundamer unit of all negotiations is t human being. Morality shou overrule legality, he said, a workers have a right to the pro they helped their employers ma

THE PRODUCT BOYCOTT: LABOUR'S LATEST TOOL

by GEORGE SANDERSON

In the wake of a clothing union's successful boycott campaign against a U.S. company's products, labour leaders are now talking of the boycott as a powerful tool to use against management.

The product boycott—a seldom used weapon in labour-management disputes—is suddenly gaining recognition among union leaders as a powerful supplement to (or substitute for) long and costly walkouts.

Although labour-sponsored boycotts of a company's products are as old as the North American labour movement itself, until recently they were conducted on a very limited scale and enjoyed little public support. In most instances, there was no evidence that such campaigns did much damage to the earnings of the target firm.

Today, however, the boycott is regarded by many unionists as an effective method of pressuring management into giving in to union demands. Cesar Chavez underscored this fact when through a boycott campaign, he won initial recognition for the United Farm Workers in California's table grape vineyards. More recently, apparel workers at the El Paso-based Farah Manufacturing company, after an unsuccessful strike, won recognition only when they organized a nationwide boycott of Farah's products.

The Farah case showed that employers able to withstand strikes can be vulnerable to a massive campaign urging the public not to buy their products and retailers not to sell them. After a bitter 21-month struggle, the company finally bowed to union pressure late in February by recognizing the Amalgamated Clothing Workers of America (ACWA) as the bargaining agent for Farah employees.

In 1971, prior to the strike and boycott, Farah (one of the largest U.S. manufacturers of men's trousers) operated 10 plants in Texas and New Mexico with about 9,500 employees—mostly Mexican-Americans. By the time the battle ended in February 1974, five Farah plants had closed and more than 2,000 workers had lost their jobs.

Company officials acknowledged that the effect of the boycott had been devastating. An impressive profit of $6 million in 1971 had turned into an $8.4 million loss in 1972; Farah stocks fell from $30 a share to $3 a share at one point.

Although the Company reported net earnings of $43,000 in 1973, sales had dropped to $132.1 million from the 1971 volume of $164.6 million.

In the three months ending January 1974, Farah reported sales of nearly $23.4 million, putting the company more than $2.1 million in the red. In the corresponding period a year ago, sales had totalled $28.4 million and profits, $188,000.

The turning point in the long dispute came when the company learned that two thirds of its employees had signed union authorization cards naming the ACWA as their bargaining agent. Management officials were quick to blame the pro-union vote on the boycott. Their view was that workers were compelled to join the union to avoid being laid off in further plant closings brought about by sagging sales.

Farah promised in the end to rehire 2,000 workers and to enter into contract negotiations with the ACWA. In return, the union called off the boycott and both sides agreed to drop all pending litigation.

Company officials are reported to have said that in their case it was not the strike but the boycott that forced management to capitulate. Picket lines in front of Farah's plants did not prevent most of the employees from going to work, and production was maintained for many months after the union struck in May 1972.

By itself, the ACWA might not h
been able to bring Farah to
knees, but the union had t
formidable allies—the internatio
trade union movement and
National Labour Relations Boa
Conversely, the company's fore
affiliates and its distribution sui
diaries overseas made it all
more vulnerable to concerted tr
union action. In the autumn
1973, the ACWA and the Inter
tional Textile, Garment and Leat
Workers' Federation—with
support of the Internatio
Confederation of Free Tra
Unions—organized a consur
boycott in the Scandinav
countries, where 40 per cent of
products made by Farah's Belg
subsidiary were sold. In Janu
1974, the closure of the Belg
plant was announced. To qu
Industrial Relations Europe: "
the first time (on a large enou
scale to count) clear and convi
ing evidence was provided as
how effective international tr
union action can, in cert
circumstances, be."

George Meany, President of
powerful AFL-CIO, whi
supported the ACWA's "stri
and-don't-buy" campaign, term
the boycott a "very effect
weapon," that labour can u
"again and again" where indi
tions are that it will be success
But it would not be used casu
or indiscriminately, he added.

The ACWA's drive apparently h
little actual impact on consur
attitudes toward the compa
"We never really had any evider
that the consumer paid any att
tion to it," a company official w
quoted as saying. The real imp
of the boycott was reportedly
retailers. Unionists argue t
"informational" picketing a
protesting outside a store can fo
a retailer to stop selling t
boycotted goods simply to e
harassment.

U.S. union leaders believe that Farah's surrender will help to spread unionization among thousands of Mexican-Americans employed in other industries. An official of the United Farm Workers union reportedly said that the Farah victory will give a "tremendous boost" to that union's efforts to regain bargaining rights in California's lettuce fields and table grape vineyards. Several years ago the UFW used a national boycott campaign to win contracts with many of the growers, only to lose the contracts last year to the rival Teamsters union (LG, Dec. 1973, p.795, Feb. 1974, p.114). Backed by labour, church and citizens' groups in both the U.S. and Canada, the UFW is now pushing a new boycott of California grapes and lettuce not harvested by its members.

George Meany urged all state and local officers of the 13.5-million-member AFL-CIO to support the boycott. In his view the success or failure of the UFW to win economic and social justice for California farm workers will depend on the trade union movement's degree of support for the campaign.

In a letter to each of the federation's 900 state and local bodies, Meany gave instructions for carrying the boycott message to the public through systematic picketing and distribution of handbills. "Experience has proved that the best method for getting a boycott message across to the public is by picketing and handbilling at retail stores selling the products in question," explained the labour chief.

Members were cautioned, however, not to "undertake any form of physical interference with consumers, employees or delivery men or otherwise engage in any obstruction or disturbances." Picketing, he said, must be "peaceful."

Meany emphasized that customers should only be asked not to buy grapes and lettuce. They should not be asked to boycott other items sold at stores that carry the blacklisted products, he said.

Chavez' earlier insistence on a total boycott of stores carrying grapes and lettuce had blocked AFL-CIO endorsement of the boycott until recently, because other federation affiliates, such as the retail clerks' union, would have been adversely affected.

The Canadian Labour Congress has pledged its full support and co-operation to the UFW, and has urged all Canadians to support the Farm Workers in "their continuing fight for social and economic justice." Speaking about the current boycott campaign, Chavez said: "The support we have received throughout Canada has been tremendous, much more than last time, and for this we are eternally grateful to all Canadians."

With the exception of Loblaws Groceteria, the major supermarket chains in several Ontario cities, including London, Windsor, Oshawa and Sarnia, have agreed not to sell non-UFW California grapes and lettuce, and the Farm

Workers' supporters in Canada hope to persuade chains in Montreal and Toronto—the country's largest markets for these products—to follow suit.

In the wake of these developments, observers of the labour scene are asking whether the threat of a boycott could become a significant new weapon in collective bargaining. No, say a number of labour lawyers. They see the boycott only as a limited weapon with little practical application in labour disputes.

"It is certainly not the wave of the future," William Kilberg, the U.S. Labor Department's solicitor, was quoted as saying.

Moreover, aggressive nationwide boycotts are difficult to administer, legally perilous, and often costly. The ACWA reportedly spent more than $4 million on its campaign in addition to the $15 million spent on the strike. Critics of boycotts contend that "informational" picketing comes close to an illegal secondary boycott—picketing intended to shut down an establishment not directly involved in a labour dispute.

Nevertheless, some U.S. businessmen are predicting that unless product boycotts are banned, many more people will be working under union contracts. They are therefore asking for congressional action to strengthen anti-boycott laws and to close loopholes opened by the courts.

Opponents of the boycott blame the situation in the U.S. on the "Warren Court" and a 1964 case involving the Teamsters union and apple growers in Washington State. The U.S. Supreme Court held that boycotts in which pickets merely inform the public of a specific labour situation and urge consumers not to buy specific goods are in keeping with the constitutional guarantee of free speech.

In areas where conventional union-organizing campaigns have generally met with failure, unions can be expected to turn more and more to the product boycott as an organizing tool. Moreover, it could be used instead of a walkout, so that employees would continue to receive their wages.

But a product boycott must be directed at an identifiable, but not indispensable, consumer product, and be in support of an identifiable cause. In the Farah case and the effective grape boycott of the 1960s, "la causa" was the plight of the Mexican-American workers. Both boycotts had broad labour backing and were sanctioned by the AFL-CIO. Without the support of the church and the public, moreover, these campaigns could not have succeeded.

Arbitration in Essential Industries

IS ARBITRATION A TECHNIQUE WHOSE TIME HAS COME?

by WILLIAM H. WIGHTMAN

"There must be a better way to settle disputes between labour and management." That is clearly what the public thinks, and we should be thankful that politicians and academicians, as well as labour and management, are thinking the same way. Nor is there any doubt that the principal symptom the public would like to see eliminated from the industrial relations scene is the strike.

In the face of truly astounding achievements by mankind in medicine, space technology and information processing, it's natural for the public to assume that man's intellect should be capable of devising some way to eliminate strikes. As readers of the **Gazette** know well, however, it isn't that simple. Admittedly we still have a long way to go; but we should occasionally remind ourselves that we've already come part of the way.

Recognition strikes were once not only commonplace, but often the most violent and bitter. They have not been totally eliminated, but we have devised an orderly procedure that makes them a rarity today. The procedure may not be perfect, but, by and large, it works—and no doubt it can and will be improved. We have also devised orderly procedures for resolving grievances without strikes. Wildcats have not been totally eliminated, but they, too, are a rarity. Again, the procedures may not be perfect but, by and large, they work—and no doubt they can and will be improved.

Perhaps the public is more aware of what has been accomplished than we think. Perhaps this is why the public is more insistent than ever that we find ways of resolving public interest disputes without resorting to strikes. Whenever we discuss what has been accomplished, we had better avoid trying to fool the public by lightly dismissing the seriousness of our strike record with glib phrases like "more time is lost through accidents and sickness than through strikes." The public knows that everyone in the shop doesn't come down with appendicitis or broken legs at the same time, and that, for this reason, it is possible to plan for the contingencies of accidents and sickness without shutting down an entire operation. The public knows that this is not the case with strikes—and it knows that

it is the social and economic costs of strikes alone, rather than the lost-time statistics, that we need worry about.

In Canada we recently experienced a strike by elevator installers that tied up an estimated $800 million in new construction. What was the time lost and the cost to the other trades idled by this strike? What were the other costs to the economy? What solace could the public take from the fact that the number of installers on strike, and therefore their time lost, was minimal?

As this is being written, the point is again being dramatically made by small groups of airport firemen in Vancouver and postal workers in Montreal engaging in unlawful strikes that have precipitated nationwide strikes affecting their services. Because only legal strikes are counted in our national lost-time statistics, these two major events will presumably not even be counted in our 1974 statistics.

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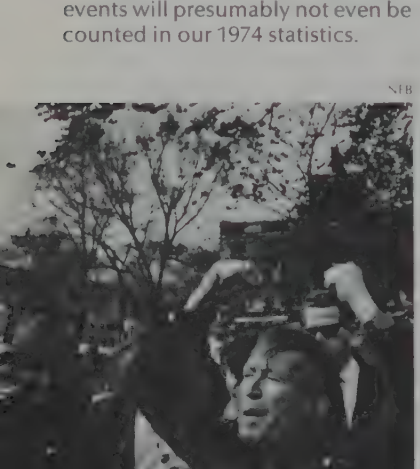

The public is equally disenchanted by assurances that "more than 95 per cent of all contracts are successfully negotiated without a strike." This is another statistical truism that reminds us that some people use statistics as a drunk uses a lamppost—more for support than illumination! The mere fact that a settlement has been reached tells us nothing about the quality of the agreement. A good many settlements do make sense from the viewpoints of both unions and management; but no settlement can be regarded as good merely because a strike was avoided, if the price of avoiding that strike was capitulation by either party.

Just as our workforce has become more highly educated, so has the general public, and there is growing recognition that some contracts are settled without strikes because some employers believe they have no alternative but to sign and hope they can meet the added costs of the new agreement. Sometimes the price of avoiding a strike can be covered through cost reductions, improved marketing, a fortuitous improvement in the economy, or a combination of all three. Sometimes, as the public and ex-employees know too well, the price of avoiding a strike has been layoffs and shutdowns. Other contracts are signed without a strike because the employer knows, or at least has good reason to believe, that the cost can be passed on to someone else—meaning higher prices or higher taxes for the public.

Apart from those industries c services in which the revenues ar completely or partially ta supported, the ability of th employer to pass on the adde costs is rare. If the employer ha this ability, there is a strong basi for arguing that collective bargain ing cannot be justified on eithe moral or economic grounds.

As surely as it's misleading to us the term "dollar" without indicat ing whether we are thinking Cana dian or American, it's even mor misleading to use the expressio "collective bargaining" withou indicating whether we are relatin it to the private or the publi sector. When we fail to make thi distinction, the discussion lead nowhere, because the two forms c collective bargaining are not th same and cannot be made th same.

Collective bargaining in the privat sector is an exercise in determinin how the pie, or the working con ditions and benefits paid for ou of the pie, will be divided betwee the members of the bargaining uni and the other groups claiming share. The degree of clout the othe groups can wield in asserting thei claims varies considerably. It migh be worthwhile to look at some o them in a rough order of priority.

The tax man. There's no question a to who is No. 1. Your friendl municipal, county, provincial an federal tax collector wins hand down. He not only has first clai on the action in terms of corporat taxes; he also accepts contribution at virtually every stage of produc tion, and from everyone involved be they employers, suppliers owners, shareholders o consumers. The accountants like t talk about something calle "after-tax profits," as though there was an end to it, but as soon as tha money is put to use or distributed our man is right back for anothe chunk.

Non-union employees. This is another inapt term, but it's meant to include the clerical, technical and managerial types who either get something close to their demands or take off for greener pastures where their skills are rewarded. In today's market, they can even take a little dig at the tax man by going on unemployment insurance for a while, and a number of them are doing just that.

The consumer. Remember the good old days when we called this fellow the "buyer?" That was a more dignified way of referring to the people who decided which store would stay in business by the simple device of spending their hard-earned money at the store that gave them the best quality and service.

Not a bad idea. We should try it again sometime, because it's an effective way of ensuring that some of the "pie" is used to improve the product.

The supplier. Where this fellow stands in order of priority varies a great deal from one industry to another. To a great extent it depends on how well he can compete with other producers, both foreign and domestic, on quality, service, price and delivery.

The owners. Last in the list are the people who risk their money in the hope that they'll get back something more than if they had invested in Canada Savings Bonds. There are a lot of people in the groups ahead of them, so this means that the investor is standing at the end of a very long lineup. Of course, he's in good company, because a lot of the investment money comes from the pension funds of the people (including the tax man) in the lineup ahead of him, and they would also like to see a profit so that their pension funds will be improved.

Put them all together—the employees in the bargaining unit, the tax man, the non-union employees, the consumer, the supplier, the owners—and we have the essentials of what is referred to as a "market place." Within such a market place, collective bargaining should be capable of working in a manner acceptable to society, even though, at our present stage of human development, society must resign itself to the fact that, under certain well-defined circumstances, unionized employees are entitled to resort to strike action. The laws of the land do, and should, recognize that in a market-place situation the strike and lockout can have a legitimate role, testing the fairness of the union's demands on the one hand, and the employer's offer on the other.

The market place we have been discussing is also sometimes referred to as the "private sector." If we were to attempt to describe the public sector in terms of bargaining-unit employees and the other previously mentioned interest groups, the breakdown would be slightly different. In addition to bargaining units, there would still be non-union employees, suppliers and, of course, the tax man. But the terms "consumers" and "owners" don't fit, because they take on a totally different meaning in this context. All of the people in all of the groups are both consumers and owners when we speak of the public sector, because they all use one or more of the public services, and they all pay taxes to support those services.

Under these circumstances, the concept of "collective bargaining as an exercise in determining how the pie will be divided" makes no sense if we agree that the reason we elect people to Parliament is to let them decide how much we shall be taxed, how the taxes shall be spent, and how much, in addition to taxes, we shall pay for those public services we use. Nor, in the case of public services, does it make sense to talk in terms of the relative bargaining power that the competing groups possess because, as we are all members of two or more of the groups, we are talking about wielding clout against ourselves.

Suppose that a teachers union was able to stop all education in Canada unless we agreed to meet its demands. This would mean, in effect, that the teachers were dictating what taxes we should pay and how those taxes should be spent. By extension, they would be dictating how much of our tax money should be spent on education rather than on health care, postal services, old age pensions, or any of the services we expect government to provide. The people we elect to form our government would have no say in the matter.

Is this realistic? Could our country tolerate the situation if postal workers, garbage collectors, policemen and the armed forces were given the same powers?

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Could our provincial and federal governments accept this kind of power, thereby abandoning their responsibility to govern?

The reason our procedures for settling union recognition problems and grievances have been largely successful is that both labour and management have concluded that, on balance, those procedures have produced equitable results. The fact that the procedures have not succeeded in eliminating all strikes over such issues would not seem to be justification for abandoning them on the grounds that "some people will defy the law and strike anyway." Rather, the fact that we have had substantial success would seem to argue in favour of trying to develop procedures for resolving interest disputes in a way that would command equal respect for a legislative ban on public interest strikes.

Can such procedures be devised? If we look to Australia as an example, the answer seems to be that, in the foreseeable future, there would be little hope of widespread observance of such a general ban.

Growing numbers of people are convinced, however, that there is a more limited goal that can be reached. If we: (1) start from the premise that employees who are denied use of the strike weapon must be provided with a guarantee that their wages and working conditions will not suffer in comparison with those obtained for comparable work performed by those who can strike; (2) mandate adjudicators accordingly, and provide them with realistic criteria against which to measure the equity of an award; (3) provide adjudicators with sound data from a source in which the parties have mutual confidence; (4) ensure that we have maintained a large sector of the economy in which bargaining reflects the realities of the market place, and may include the ultimate use of the strike; (5) ensure that the process of determining increases is not bogged down with procedural delays; and (6) take steps to carefully define the groups to whom the procedure should apply—then many people could likely be convinced that such a procedure will yield far more equitable settlements than are likely to result from a system that too often yields to political expediency.

Admittedly the "ifs" are big, b they are not insurmountabl Moreover, if we do not succeed moving toward elimination strikes, the alternative is clear more ad hoc intrusion by gover ment, and ultimately the demise anything resembling free collecti bargaining.

In his report, "Employer-Employe Relations in the Public Service Canada, Proposals for Legislati Change, Part I," Jacob Finkelma devoted a chapter to discussing th appropriateness of the Publ Service Staff Relations Act's havi provided for a choice betwee arbitration and conciliation-stri processes for resolving publi interest disputes. Having begun h analysis with the conclusion th "There is little profit in discussi in philosophic and idealistic ter the question as to whether bo techniques for resolving impass in bargaining in the public servi should be retained," he devotes th next several pages to a rationa favouring retention of the stri weapon. He does refer to arbitr tion as "a technique whose tim appears to have come," but onl one gathers, if it is entered int voluntarily.

Speaking in Edmonton to th Alberta Council of Personn Associations, Bill Mahoney, Can dian Director of the United Stee workers, cautioned again attempting to transplant th voluntary arbitration experiment i the steel industry from the Unite States to Canada. Mahoney wa also reported as having said tha there may be justification in trea ing employees in an essenti service differently from those in th

rivate sector, but that use of the trike should only be denied in hose cases in which absence of he employees from work would ring disaster to the community.

his question of definition is mportant, but let us put it aside for moment and consider another uotation from Mahoney's address ith which we should all agree: The only way, with social justifiation, to remove the right to strike om these people is for society to t down and remove the need to rike. There is absolutely no justiication for someone in the public mploy to be performing services r the public and receiving ubstantially less than comparable mployees in the private sector, or industry, for the same work. This the kind of social injustice that o law will enable the public to ontinue perpetuating upon the west paid people in our society."

Mahoney is absolutely correct and easonable in his contention oncerning the need for justice in ne treatment of employees who e denied the right to strike. But oth Finkelman, who believes that ublic employees should be llowed to strike, and Mahoney, ho judges that the prohibition hould apply only to those provid- g essential services, are opposed their views by two highly spected Canadian jurists.

he late Ivan C. Rand, in his Report the Ontario Royal Commission quiry into Labour Disputes, came ut strongly in favour of arbitration disputes in the public service, nd commented: "The phenomeon in public service that is ecoming clearer each day is the ommitment of vital public nctions to a rapidly increasing umber of small minorities, and e equally rapid expansion of community dependence on their faithful performance. When individuals or groups voluntarily undertake these responsibilities, they enter a field of virtual monopoly; the community cannot secure itself against rejection of those responsibilities by maintaining a standby force which itself would be open to a similar freedom of action. Our society is built within a structure of interwoven trust, credit and obligation; good faith and reliability are essential to its mode of living; and when these obligations are repudiated, confusion may be the harbinger of social disintegration."

Judge Walter Little, in his Report on Collective Bargaining in the Ontario Government Service, opposed strikes in the public service, and stated: "It is a truism in our democratic society that, where the interests of any individual or group are in conflict with the overall interests of the community, the interests of the community must prevail. It is axiomatic that, if society is to be preserved, the sovereignty of the state must remain supreme. Surely our history traces our development to an acceptance of this principle.

"Furthermore, our democratic processes provide the methods by which the interests of the community are to be safeguarded. We choose, by free elections, those who will be entrusted with that responsibility, and we have the opportunity at regular intervals of either reaffirming that trust or transferring it to others. Implicit in the selection of those who will govern us is the duty of those selected to provide, without interruption, those services to which all citizens are entitled by law to avail themselves.

"Therefore, despite my opposition to the imposition of compulsory arbitration to settle industrial disputes in the private sector, I cannot accept the proposition that anyone who joins the public service should have the right, in conjunction with others, to withdraw his services with the sole objective of compelling a duly elected government to meet their demands, no matter how meritorious they may be. To admit such a proposition is to imply that our processes of government, and the services which are provided by law for the benefit of all citizens are required, can legally be rendered ineffectual if a critical segment of public servants or Crown employees should engage in strike action. The result of such enforced repudiation of its obligations to the community by the government could be, as stated by the late the Honourable Mr. Rand, 'the harbinger of social disintegration'."

That makes the score a two-all tie in the quotable-authorities department. Rather than delve into the credentials of the authorities, let us look at the question from a slightly different viewpoint.

We have established for most Canadian public employees a confrontation system that, in effect, assures them that they will never know how much they can

get from the public purse unless they go on strike. Under these circumstances, it would be absurd to expect that postal unions, and others able to use political pressure by withholding public services, will not do so. And it would be absurd to expect that the leaders of these unions would not recommend and threaten strikes. They will do so, if only to avoid being confronted by their membership with the accusation that they "didn't get it all."

Both management and the general public would do well to focus their attention upon elected union officials and, in particular, those whose job it is to negotiate contracts. Yes, it would be a mistake to think that they all work under the same conditions. Some are in the job because no one else would take it on. Others campaigned as hard as any Member of Parliament and are looking to their next election just as anxiously. The majority probably fall somewhere between these two extremes, and are subject to the same pressures that face an elected politician.

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Any time they meet one of their constituents, these union officials are likely to be asked, "What did you do for me today?" And any time they return from negotiations to put an offer before their constituents, they are likely to hear the accusation, "You didn't get it all!" In view of these circumstances, we should be very careful before we accuse labour leaders of having acted irresponsibly. In his book **The Strike-Threat System,** economist W. H. Hutt says, "It would be absurd to expect unions not to play according to the rules of the game."

Like it or not, those who think they see merit in public service employees having a licence to strike must acknowledge that compulsory arbitration, in some form, is used to settle many public service disputes. Moreover, they must also acknowledge that some form of binding adjudication is going to be used with increasing frequency in the future. This being the case, it seems remarkable that so little effort is being made to devise criteria by which arbitrators may be guided in arriving at their decisions.

Not knowing that the legislation would ultimately permit strikes, those who designed the Public Service Staff Relations Act made an attempt to set out guidelines in the Act. The legislation covering Ontario's public service employees contains similar guidelines. The initial attempts at developi criteria are rudimentary at best, b they do represent a beginnir Unfortunately, with one exceptic no governments seem to be purs ing the matter, despite the fact th research into every other conce able aspect of industrial relation being conducted at the federal a provincial levels.

The exception is to be found in th terms of reference given on Febr ary 5, 1974 to an Ontario industri inquiry commission. Among oth duties, the commission w appointed to inquire into a report on "the appropriate crite which may be applied in th determination of compensation f employees engaged by hospitals Recognizing the limited resourc available to a commission inquiry, one must conclude th they have indeed been given major task. We should be gratef that this start has been made; b clearly, research into the questio of appropriate criteria woul appear to be very much in th public interest, and hence worth of support from complementa studies by other governments a private agencies.

These studies might logicall require the convening of perso who have served on board arbitrating public interest dispute Other inputs might be made b organizations like the Economi Council of Canada, the Nationa Industrial Conference Boar research departments of trad unions, and the Economics an Research Branch of the Canad Department of Labour. Thei pooled efforts might even encou age the private sector to exper ment with arbitration.

In my opinion, once it has been decided that a dispute is to be resolved by arbitration, it matters little whether the decision was arrived at through volition or compulsion. The arbitrator of a public-interest dispute is faced with the same problems and the same need for objectivity and objective information, regardless of whether the dispute was referred to arbitration out of voluntary desperation or legislative compulsion.

If the development of criteria to assist arbitrators is the key issue in devising a workable system for resolving public-interest disputes, the development of an information source that enjoys the confidence of all parties is only slightly less important. Here again we have already come a good part of the way. Thanks to thoughtful leadership and good staff work, the Pay Research Bureau has earned for itself the respect of many, both within and outside government circles. It seems clear that this agency has gained its reputation by working quietly and carefully.

The effectiveness of the Pay Research Bureau is limited, in part, by its resources. This problem could be corrected if we can be assured that more financing will produce better results. It may be, however, that an even more critical factor is the possible involvement of representatives of unions and management in a capacity that would enable them to authenticate the product of the Bureau's research. It would be unacceptable for any such involvement to seem merely apparent; it would have to be real, and to be seen to be real.

The Committee of Inquiry into Professional Consultation and the Determination of Compensation for Ontario Teachers made some valuable suggestions in its 1972 report. The Committee, having urged as a first principle of public policy that ". . . the teachers and the staff employed in the elementary and secondary schools of the Province will be compensated for their services at a salary and benefit level equivalent to the salaries and benefits paid for occupations of equivalent skill in the wealth-producing sector of the Province . . . ," went on to make recommendations concerning the structure and role of a professional research bureau.

They envisioned not only that the Bureau would be under the direction of a joint (teacher-trustee) committee on research, but also that there would be a permanent adjudicative tribunal, the chairman of which should be the ultimate authority in the resolution of any dispute arising in the joint committee. The latter part of the recommendation reflects the Committee of Inquiry's conviction that the quality of the decision making would be benefited by the continuity of a permanent adjudicative tribunal, and that ad hoc arbitration should therefore be avoided.

The report of the Committee of Inquiry is also of interest because it reveals the views of the teacher representative on the question of compulsory arbitration of interest disputes. The member, Mr. B. S. Onyschuk, stated: "The public interest demands some finality to these matters, and if the parties have had a reasonable time in which to negotiate, but have not reached agreement, the matter should go to adjudication."

The concept of joint participation in the development of negotiating data has been examined by the Priestley Commission in Britain. Priestley recommended not only that the parties be represented on a "Steering Committee," but that the actual researchers should be chosen on the basis of joint consultation. Any arrangements that might heighten the confidence of both labour and management in the data produced would seem worthy of our closest examination.

Others who are searching for that elusive "better way" have suggested voluntary arbitration, final-offer selection, earlier mediation, and mediation-arbitration.

The very fact that each of these approaches has its own supporters reminds us of the contention that governments should have at their disposal an "arsenal of weapons." One needs to have had only limited exposure to labour relations to know that uncertainty can play a very useful and positive role in bringing the parties together. Ability to use the element of uncertainty skilfully, together with the earned confidence of both parties, are the stock in trade of the skilled mediator.

When Bill Mahoney cautioned against trying to transplant the steel industry experiment in voluntary arbitration from the United States to Canada, he was not arguing against voluntary arbitration as such. He was reminding us that apparently the time and circumstances were "right" for such an experiment in that particular industry and country, and that all of these conditions must be "right" if such an experiment is to succeed elsewhere.

No doubt he would join with all of us in welcoming further experimentation with voluntary arbitration, but the weakness in the approach seems to be that only on rare occasions will both parties conclude that all of the conditions are "right." We should not find fault with the union or company negotiator who believes that the interests of the people he represents would not be well served by agreeing to voluntary arbitration. Nor should we label him "irresponsible" if, for political reasons, he declines to recommend arbitration.

Final-offer selection probably suffers less than conventional voluntary arbitration from the likelihood of being politically unattractive. Thus far, in Canada, its principal advocates appear to have been representatives of professional groups. Perhaps the "all-or-nothing" element of the process appeals to the gambling instinct as much as to the intellect.

If ways can be found to circumscribe the possibility of an arbitrator being faced, knowingly or otherwise, with the dilemma of two choices, neither of which are in the long-term interest of the parties, final-offer selection may gain a measure of acceptability. The likelihood of this approach being acceptable to both parties on a continuing basis would seem to be contingent upon their ability to reach agreement on most of the contract provisions, and to give the arbitrator specific parameters that would preclude the making of a totally unrealistic choice. Some have described final-offer selection as "gimmickry," but, at the very least, its proponents should be credited with a willingness to try to be innovative and this commodity is not commonplace in either research or practice.

Early mediation was proclaimed as a dramatic breakthrough when it succeeded in bringing about settlements in advance of contract expiry dates in the next-to-last round of railway negotiations. The price of those settlements, however, was conviction on the part of some union members that their negotiators could have and should have demanded more. Perhaps the lesson to be learned from this is that, where the strike option exists, what works one year may not work the next time around. Advocates of the arsenal-of-weapons approach see further support for their argument in this truism.

Med-arb has found a proponent in the person of Bill Kelly of the Canada Department of Labour—and, with good reason, the very fact that this particular Assistant Deputy Minister is identified with the approach gives it a considerable degree of credibility. One wonders, however, if it is not the case that the principal virtue of the approach is Kelly's personal endorsement.

This doesn't necessarily mean that "med-arb" won't work unless someone of Kelly's stature is on the scene to make it work. Those responsible for federal mediation and conciliation services have earned the confidence and respect of both labour and management. By any standard, they have had a noteworthy record of shortening strikes, or heading them off.

To be effective, the conciliator-mediator must enjoy credibility in the eyes of labour and management. The "med-arb" concept implies that, at some point in time, probably to the complete surprise of both union and management, the mediator declares himself to be an arbitrator and proceeds to make an award. One wonders if such a transformation can be made without loss of credibility in the eyes of at least one of the two parties. If the price of med-arb is to impair the reputation of federal mediation and conciliation services, or of an individual conciliator, it is too high a price.

Behind this series of Gazette articles was the hope that the authors might put forward alternative methods for the resolution of disputes in services, either public or private, that would fall within a generally acceptable definition of what constitutes an "essential" service or industry. It's probably gratuitous to assume that an acceptable definition could be found, or, that if one were found it would remain valid for any appreciable length of time.

Instead of my attempting to draw a line between essential and non-essential services, I think that it would be more profitable to examine the implications of the important differences between public tax-supported services and those of the private, profit-oriented sector. Clearly, the two require different systems of wage determination. The differences are of such importance as to make it misleading and dangerous to use single terms, like "collective bargaining," to describe the two systems.

The problems we currently face with public employees should be regarded in a positive light. If we can devise a strike-free system that

assures public employees of equitable treatment, we will find we have taken a great deal of the steam out of the kettle, and that this alone will have a positive influence on the private sector. Perhaps, then, it would not be necessary to search for drastic solutions to the problems of the quasi-public and private services that have a high degree of essentiality.

If we are to bring about real and lasting improvements in the industrial relations sector in Canada, then labour, management and government all have important contributions to make. Stated in the simplest terms, labour and management must advise government as to the practical problems they face and suggest alternatives. Government must listen, weigh the alternatives, and devise a legislative framework that recognizes the primacy of the public interest. Second only to the public interest are the rights and interests of the individual—and only then should legislation attempt to accommodate the institutional interests of labour and management. The institutional interests of labour and management are sometimes in conflict with those of the public and the individual. Where such is the case, the resolution must be in favour of the public and the individual.

If their contributions are to be effective, however, both labour and management must recognize that there is a great need for calm voices and patience. In our current frustration, it is tempting to condemn our entire system, and all of the institutions of government. Perhaps there should be a moratorium on public debate of all but a limited range of issues. Both sides should recognize that, when we are enticed onto public platforms, we organizers are generally more interested in entertaining than informing our audiences. Those who invite us to "perform" are confident that the inevitable posturing and rhetoric will make for a lively session. It doesn't clarify issues—but it sure does sell tickets!

It is in our non-public meetings with government that both labour and management can afford a broader, more reasoned view. For its part, government must have the intelligence to know what advice to discount, and the courage to make haste slowly. Instead of attempting wholesale changes, government should content itself with examining and attacking problems one at a time. Having introduced a change, it should have the capacity to measure the effect of the change, a willingness to admit to unsatisfactory results, and the courage to try another approach. For our part, we in labour and management must show patience and co-operation in the face of this type of experimentation.

Gilbert A. Milne & Co. Ltd

(**Mr. Wightman** is Manager of the Industrial Relations Department of the Canadian Manufacturers' Association. He is a member of the Ontario Labour Relations Board, the Canada Manpower and Immigration Council, and the Unemployment Insurance Advisory Committee. He is also Secretary of, and a Technical Adviser on, the Canadian Employers' Committee of the International Labour Organization, and has served as the Canadian employer delegate to both the ILO in Geneva and the Organization for Economic Co-operation and Development in Paris. The article by Mr. Wightman, and the one on p. 467 by William Mahoney, are the latest in the Gazette's series on "Arbitration in Essential Industries.")

PAT Conference

WORK IN THE 1980s

by TED WEINSTEIN

It is no secret that future technological and sociological changes will alter man's life dramatically. But for organizations, their personnel—from assembly line worker or typist to company presidents—and the unions representing the workers, startling innovations may be as close as the 1980s.

A preview of what the 1980s may hold for unions, workers, and organizations was given to more than 1,600 delegates attending the 32nd annual Personnel Association of Toronto spring conference. During the sessions, held April 18 and 19 in Toronto, 12 speakers examined various issues related to the conference's central theme—"People: the most important resource common to all organizations."

Industrial relations in the 1980s will see a shift in labour unrest from industrial unions to agricultural workers and white-collar employees, particularly those in essential services, according to **Charles Connaghan,** President of the Construction Labour Relations Association of British Columbia.

Organized labour will become less militant in the next 10 to 20 years, he said, and will become more a part of the "establishment." Future unions will be fewer in number, but larger, more centralized and broader-based. "With greater centralization of bargaining, union locals will be concerned more with social than with economic issues, and local leaders will become primarily transmitters of information," he asserted.

Canadian workers will continue to ask for greater autonomy, and the more realistic international unions will work out a peaceful settlement, predicted Connaghan. But resistance by certain international unions will lead to serious internal schisms, fragmentation, inter-union rivalry and raiding, such as is now being experienced in the B.C. forest industry, in mining unions, and in the metal trades. Such inter-union disruptions are costly to both management and society. Canadian unions will become further fragmented into autonomous regional units, Connaghan said, and legislation could be the only means of ensuring a peaceful changeover.

Young workers will continue to question the work ethic: demanding to make a real contribution to society, expecting job challenge and rapid advancement. Ultimately, merit will be the only qualification for promotion. Young workers will demand a greater voice in setting standards for a fair day's work and pay.

onnaghan

has been said that young people day have the entrepreneurial irit of early capitalism, whereas eir parents have the managerial nic of security, order and depennce that is born of hard times," id Connaghan.

Ve kid about the generation gap, t the next one is going to be a asm by comparison. The philoophical gap may widen so far that nagement may well find itself ally unable to motivate young ople."

hat about older workers? Connaghan noted that our culture ds to regard workers as dispoable objects that can be discarded en they are no longer "useful". seems cruelly contradictory to matically extend a person's ysically productive years, then tingly restrict the span of years ring which this greater capacity n be employed.

"Retirement has become a matter of social policy, because politicians consider it a good idea to get older people out of the workforce so as to get younger people in."

But there is growing evidence that the "30-years-and-out" retirement concept may have adverse social consequences, because the most important factor in longevity is work satisfaction.

"Early retirement will also have manpower ramifications as more and more of the most highly-skilled leave the workforce, causing a serious deficiency in the availability of skilled labour."

Older organized workers, through their unions, will demand educational or retraining assistance if they are to be prematurely retired and would like to start new careers. They will also want greater economic protection: cost of living allowances in pensions, greater pension portability, earlier vesting rights, and the right to carry over into retirement a full range of fringe benefits paid for by the employer.

The so-called fundamental difference in outlook between white-collar and blue-collar workers will narrow during the next few years, asserted Cannaghan. The wage gap between them will diminish as more white-collar workers join unions for employment security.

Middle management personnel have much in common with white-collar workers, said Connaghan, because "in many instances they have no more involvement than do their subordinates in the decision-making process, yet they are forced to implement company policy to which they are not a party. Moreover, they frequently lack the resources to carry out the policy.

"When an increasing number of the management group are cut out of the real decision-making process, morale drops, leading to counter-productive behaviour. This disenchantment rubs off on subordinates. All of this, coupled perhaps with union pressure on managerial rights, will lead this group toward unionization to seek the support, protection and recognition no longer inherent in the positions they hold."

Regarding unions themselves, Connaghan stated that "in most respects, they have never had it so good. Legislation in various locations has made recruitment easier, and the trend in Canadian law will continue to support the unions in the well-founded belief that collective bargaining is now firmly etched in the socio-economic structure of our society."

With growth will come problems, such as unions getting out of touch with their younger members. The latter will be better-educated and better-informed, challenging the leadership and firmly shaking the whole union structure. Unions will have to reconcile the different and often contradictory needs and objectives of their various member groups.

As unions become less "tuned in" to the needs of their members, management will move to fill the gap. Trends toward job enrichment, work redesign and greater mental input will produce a need to retrain and upgrade personnel on an unprecedented scale. These new skills will in turn demand new sophistication in employee selection and promotion.

The current pacesetters in job redesign have been non-union companies, showing that management is using these techniques to

counteract unionism. Although unionized companies are not as "daring" as their non-union counterparts, the trend to job redesign will spread into union shops, with unions attempting to preserve the status quo and management pushing to innovate.

"In the 1980s we will have moved, and will still be moving, toward greater collectivity," Connaghan predicted. "Management organizations, the so-called countervailing force to the power of unions, will continue to grow and will in fact become the sort of power-block that is both logical and desirable if we are to have any semblance of economic stability. And without economic stability, there can be no social stability."

As union strength increases, more companies will form themselves into industrial and regional blocks to deal collectively with unions. Old rivalries, competitiveness and mistrust among companies will seem less important.

Discussing the major collective bargaining issues of the next 10 to 20 years, Connaghan stated that reduced workweeks will be accompanied by requests for additional compensation for leisure time, such as vacation pay at time-and-a-half or double time. With shorter workweeks at higher salaries, management will be forced to seek ways of reducing labour content through technological change.

"Technological change is a battle already in progress on many fronts, but it must surely reach far greater intensity. It stands as a real challenge, a problem that I cannot honestly believe will ever be resolved totally or even partially. The ingredients for disruption are already with us: unemployment, inflation, the cost pressure on management, the erosion of management rights, the legislative prerogatives being given organized labour to resist technological change. By the 1980s we'll be sitting on a live volcano," Connaghan declared.

The current attacks on the "sanctity of collective agreements," as evidenced by wildcat strikes, will intensify and could be one of the severest strains yet placed on the collective bargaining process, he said.

Although there will be a movement toward industrial democracy—workers becoming part of the decision-making process in business and industry—management will fiercely resist the concept of the union veto on business decisions.

"On the other hand," Connaghan noted, "it won't surprise me if certain governments make some legislative moves designed to hearten the unions in this particular issue. As with most theories, industrial democracy looks better on paper than it will out in the real world."

Issues related to job satisfaction will figure prominently in collective bargaining. Demands will increase for new ways to eliminate those so-called 'blue-collar blues', stemming from the worker's frustration and his hostility toward the technology that lowers his job satisfaction and status. Despite his relatively higher level of education and consequent higher level of expectation, he sees himself becoming less of a craftsman and more of a semi-skilled worker.

Pension equality for women an the provision of day care centr will also become major bargainin issues.

The public, for its part will be mo impatient over strikes and disru tions in public services. The mo people become unionized, th greater the opportunity for disput and disruption. Governments wi take on a higher profile in colle tive bargaining, leading to greate reliance on mediation services.

Industry specialists will becom commonplace. Departments o labour will restructure their activi ties with more emphasis bein placed on collective bargainin instead of waiting to be invited t participate, as is the current situa tion, said Connaghan.

Speaking on managerial effec tiveness in the 1980s, **Williar Reddin,** President of W.J. Reddi and Associates of Fredericton, Nev Brunswick, said that future offic employees will work at hom rather than in office buildings.

Reddin

anagers, administrative workers
d clerks will go to a special room
their homes, energize a "facsim-
" machine, the computer termi-
l, the teletypewriter and the
osed-circuit television, and begin
orking.

urrent technology can mass
oduce a portable machine, simi-
to a television set, to sell for less
an $200. It can provide such
formation as current food prices,
e contents of a library or even
at the children are doing.

he office today is as unfortunate
artifact as were fixed working
urs," declared Reddin.

n the future, we will train
anagers in organization design,"
ntinued Reddin. "Some seminar
pics will be: 'How would you
sign an organization that would
llapse once its goals were
hieved?' 'How would you recruit
r an organization designed to
ve a 25 per cent executive turn-
er?' 'How would you predict a
ike?'

Organization redesign will
come a continuing function. It
ll be possible to reorganize the
anagement system—and eventu-
y the plant—within a day, with
w resistance to change, and with
igh commitment to the design,
cause it will be seen by all to be
arly appropriate to the true situ-
on."

Reddin's opinion, the manager
the 1980s will be a professional.
will be selected for intellectual
pacity, behavioural flexibility,
le to move from relationship to
ationship, group to group, orga-
ation to organization. "It seems
ar that corporate loyalty will
aken; job-hopping will be a
dge of competence. Executive
nover will not be a problem, it
ll be a policy."

There will be three classifications in the future. Management by objectives (MBO) will be less linear, less sequential and fragmented, and more interactive, involving participation. It will be less authoritative, disciplined and paternalistic, and more stimulating. It will be used less for accuracy and more for understanding of methods and consequences. MBO will not be used to produce stability with clear goals, predicted Reddin, but to produce flexibility with changing goals.

Referring to profits, Reddin said that managers have the responsibility to manage business to produce more socially-valuable resources, not profits. The concept of what things are socially valuable will change, but the businessman's responsibility to create added value will not change.

Speaking on employee participation in the decision process, Professor **Donald C. King,** Director of the School of Industrial Administration's Masters program at Purdue University, said that traditional organizations are under attack by behavioural scientists because the organization of work is not consistent with the needs and wants of workers, human resources are wasted, and traditional organizations are too inflexible. Job enlargement, rotation, and enrichment are ways to organize work so as to give employees more say in their jobs.

In open systems of organization management takes on a consultant and resource function, helping people to perform a job, but not assigning a task and then checking to see if it is done. It is difficult to re-organize jobs without changing leadership style.

Another factor, information and control systems, must give the people involved with a job timely, accurate feedback on their progress.

It is inconsistent for managers to ask workers for their opinions, then segregate themselves in executive board rooms or dining rooms. There must also be consistency between the inside world of the company and the outside world with which it deals.

Compensation is also important, King stated. The real issue is money, and if an organization is moving to make its employees more committed and is asking them to work harder, the workers will rightly expect to see this reflected in their pay.

The final factor in creating an open system of organization is the relationship of that organization to the unions operating within its walls.

If management cannot create an open system of organization by using all these elements, it must consider which are the most important ones to implement.

Dr. Melvin Sorcher, Employee Relations Manager of General Electric Company in New York City, spoke on supervisor training. Many companies using training courses find the principles taught in the classroom are not transferred to the job because the class programs are based on attitude change. But attitudes are resistant to change because such change is often threatening or uncomfortable. Consequently supervisors found they didn't know how to apply on-the-job skills they learned while in training.

TAKING THE BITE OUT OF INFLATION

by GEORGE SANDERSON

Canada is going through its worst period of inflation in 22 years, prompting more and more workers to seek cost of living protection in their collective agreements with employers.

Although cost of living or escalator clauses have been included in only a small percentage of labour contracts signed in Canada, they could become a standard feature of most agreements.

In a recent survey of business opinion, the **Financial Times** of Canada found that three quarters of the company executives sampled favour inserting cost of living clauses in new contracts. Only 21 per cent prefer the alternative of shorter-term contracts. Among those who expressed a preference for cost of living allowances, two thirds said that the escalator should be tied to the regional Consumer Price Index rather than to the national index. A smaller majority of 52 per cent feel that management should agree to reopen existing contracts.

Labour unrest is burgeoning in industries that either have inadequate or no cost of living protection, and employers across the country are coming under increasing pressure from many unions to renegotiate current contracts or to introduce escalator clauses in new settlements (as an alternative to huge yearly increases in basic pay).

In Ontario, Canada's most industrialized province, a survey of 1,675 collective agreements disclosed only 112 cost of living clauses. The percentage is higher, however, among large bargaining units, on a nation-wide basis. The Canada Department of Labour says that, out of 780 agreements covering 500 or more workers, 150 have escalator clauses.

Unions that have incorporated measures designed to take the bite out of inflation are determined to improve them. Generally, they want bigger, faster increases a prices rise, the elimination of an ceilings on escalator raises, and th extension of the escalator principl to pensions.

A commonly held position amon unions is that escalator protectio is the only way a worker, retired o employed, can hope to keep pac with runaway inflation. They hav come to see a fixed pay raise a only a base for additional increases Said Anthony Scotto, vice president of the Internationa Longshoremen's Association "Inflation has largely invalidate any policy of negotiating only fixe wage increases in each year of a multi-year contract."

Some employers have been quick to make necessary wage adjust ments; others came to terms onl after experiencing wildcat strikes o

work slowdowns. About 1,000 employees at Brunswick Mining and Smelting, for example, got their Bathurst, N.B. company to renegotiate their pay only after staging disruptive wildcat strikes over six weeks. Similarly, 4,000 Metro Toronto and City of Toronto outside workers won a cost of living allowance in their contract after rejecting a 20 per cent fixed wage increase over two years.

While a number of industries have been plagued by worker walkouts or excessive demands from unions, nearly all the companies with cost of living agreements have been relatively free of labour unrest. The United Auto Workers' latest contract with the Big Three auto makers is a case in point. The three-year pact calls for a modest 3 per cent increase in base pay each year, but a generous escalator clause provides an increase of 1 cent an hour for each 0.35-of-a-point increase in the Consumer Price Index. Most other escalator clauses provide a 1-cent-an-hour hike only after a CPI change of 0.4 or 0.5 of a point.

The steel settlement in the U.S. (p. 460) gave the United Steelworkers a fixed pay increase of about 15 per cent over three years—a modest raise by today's standards. But the USW also won faster escalation in the aluminum, can and steel industries through a change in formula. Instead of receiving a 1-cent-an-hour increase for every 4/10-of-a-point rise in the CPI, workers will get a 1-cent raise following every 3/10-of-a-point CPI increase. The new formula is now viewed as standard by several American unions.

Following the USW's success in the U.S. in bringing pensions under cost of living protection, other unions in that country and Canada can now be expected to press hard for escalator formulas covering retired workers.

In a new approach to the inflation problem, some cost of living clauses depart from the national Consumer Price Index. In one recent contract signed by the Government of Saskatchewan and several hundred road maintenance, construction and office employees, a formula based on the Regina-Saskatoon index was adopted. Similarly, Winnipeg school teachers won a cost of living clause tied to the regional CPI, which is below the national average, and lower than those of several other Canadian cities. Such arrangements may become a new and more moderate goal for both management and labour in less economically prosperous communities where smaller industries are involved.

NFB

Until recently, most Canadian employers tended to regard existing contracts as hallowed documents. The thought of mid-term or unscheduled wage increases was inconceivable. Now, however, management is becoming more responsive to the need for flexibility. Great Western Garments of Brantford, Ontario, is one of several companies that have reopened their contracts to provide for mid-term pay increases. The federal Government recently gave each of its employees a $500 cost of living bonus, and the New Brunswick Government granted special adjustments of $125 per employee. The Government of Ontario agreed recently to renegotiate the wages of 20,000 public service employees four months before their contracts officially expire because the soaring cost of living put them in an "unfavourable position" under the contracts signed in 1972.

Meanwhile, Québec's Premier Robert Bourassa is studying union demands for cost of living increases for 155,000 provincial public servants. Québec's three

major labour federations want their government to renegotiate collective agreements signed two years ago, but Bourassa has indicated that he would first study the possibility of giving something to the workers without reopening the contracts. So far, about 50 private employers in the province have reopened agreements and increased salaries for their employees.

A growing number of major companies are giving their workers wage increases several months ahead of schedule. In the forefront of the movement was the Steel Company of Canada (STELCO): although STELCO's contract did not call for a pay increase until August 1, the company agreed to a "catch-up" pay raise of 15 cents an hour effective April 1. In addition, STELCO offered a 15-cent-an-hour cost of living allowance not covered in that contract. "It's unprecedented in our 28 years of bargaining with organized employees," said Robert Henault, STELCO's vice-president for personnel.

Shortly after STELCO granted its pay increases, Dominion Foundries and Steel (DOFASCO), which is not unionized, announced a similar raise. Then Algoma Steel and Westinghouse granted their employees cost of living allowances, in addition to negotiated pay increases, in current agreements. Algoma offered 15 cents an hour, effective April 1, four months ahead of schedule, plus a cost of living bonus. Westinghouse raised a general increase of 16 cents an hour to 24 cents and doubled a cost of living bonus scheduled for August to 16 cents. Other compa nies that have since given the workers unscheduled pay hike include Rio Algom Mines, Interna tional Nickel, Falconbridge Nicke Mines, Lake Ontario Steel, Centra Canada Potash, Artistic Woodwork and the British Columbia pulp an paper industry.

"This is the first time in Canada tha I can remember that employer have on their own done anythin like this," commented Davi Archer, president of the Ontari Federation of Labour. "The usually save it for collectiv bargaining. Maybe it does herald new era of understanding," he said

Although management official have expressed concern about the potential implications of the "catch-up" movement, they concede for the most part that it has not done industrial relations any harm.

A Canada Department of Labour survey of collective agreements has found that less than 10 per cent contained some form of cost of living (COLA) provision.

The survey, conducted by the Economics and Research Branch of the Department and released in June, examined all contracts under federal jurisdiction and all contracts covering 200 or more employees under various provincial jurisdictions. Of the 2,440 agreements surveyed, 233, or 9.5 per cent, contained COLA clauses; 119 of these were agreements covering 500 or more employees and 114 covered less than 500 employees. The 233 contracts covered 385,269 (20 per cent) of the 1.92 million employees governed by all the contracts examined. COLA provisions were most common in the manufacturing industries: 158 (67.8 per cent) of the 233 agreements were in that area.

The survey found the contracts contained a variety of COLA clauses, with the majority—190 agreements—providing for a cents-an-hour increase per point increase in the Consumer Price Index. Of these, 124 provided for quarterly COLA adjustments, 16 provided for semi-annual adjustments and 38 provided for annual adjustments. The most common range of payment is one cent an hour for every increase of .40 to .60 in the CPI. In 99 cases, the maximum raise per year was specified; 91 agreements set maximum payments, which ranged from 3 to 30 cents an hour.

A CRACK IN THE LIBERATION BELL

GRACE McKENZIE

This year's industrial relations conference at McGill, sponsored by the university's Industrial Relations Centre, was billed "Women and Work;" it should have been called "How Women Could Work." The topic "Women and Work" was scooped a week earlier by Sheila Arnopoulos of **The Montreal Star** in a series of six articles headlined "Thousands earn 60 cents an hour" for 60 hours a week. Her documentary report focused on unskilled immigrant women workers in Montreal. These women were not the subject of the Montreal conference.

In contrast, the audience profile of the McGill conference was heavily weighted in favour of the successful well-educated, middle-class businesswoman for whom discrimination on the basis of sex is a recognized handicap. A number of the speakers referred to industry's need for well-trained females to fill positions created by the technological revolution. Part of the carrot includes opening the door to the boardroom a crack. Several distinguished guests gave a quickie course on how to squeeze through.

If the objective of the conference was to take a reading on the status of women at work in Canada, the opinion of Canadian male executives was loud and clear: they do not want any part of it. Tokenism in reverse produced an estimated attendance of 200 women and about 12 men. No amount of word-slinging could change the impact of their negative vote. Even the Dean of the McGill Faculty of Arts and Science, Harry Douglas Woods, failed to put in an appearance.

Those attending these conferences in preceding years have been mainly senior executives from industry, government, universities, and trade unions. The few females present played their customary role of silent observers, excluded from the stag parties in the evenings when the most interesting ideas are often communicated.

As the result, apparently, of the title of this year's event, lower-echelon females attended. Even all the reporters were female, with the exception of Dave Chenoweth of **The Gazette** (Montreal) who covered the first day, April 3, and spilled the beans on the uncharacteristic attendance. He was sent to cover a different event on the second day, April 4. This was viewed as everyone's loss, because we would have liked to have known what his astute and perceptive eyes and ears would have observed during the second day.

Another message of the conference from the male side was "it's a man's world, and if you women want to succeed in it, you'd better act like a man." The catch is that you will not be considered to be acting like a man unless you start at the bottom, perform the nittiest of the grittiest, and be satisfied with half or three quarters of the pay.

These are, of course, the basic (male) assumptions. The main verbal message of the conference was that because the participation

rate of women at work will soon reach 40 per cent of the labour force, a few more crumbs will be made available.

The conference itself was long on promises and short on facts. Many more Canadian statistics must be collated. One relevant Canadian statistic was provided by Janet Smith, Acting Coordinator, Equal Opportunities, of the Public Service Commission. She said: "Even though 30.3 per cent of the employees of the Public Service are female ... there are 10 women in senior jobs, or one-one-hundredth per cent of the female public servants are working at this level, compared with half of one per cent of the men." In other words, out of every group of 10,000 women, one will reach the top. At the same time, out of a group of 10,000 men, 50 will get top jobs.

Smith added that these figures were not intended to illustrate the merit principle at work, or no discrimination on the basis of sex. They simply reflect the practice of the past century.

A side effect of the uncharacteristic audience was that the corporate policy programs intended for top executives who would be responsible for using them were delivered, instead, to the very females against whom they would be implemented. The result, to quote several of the male observers present, was "tokenism." There tended to be many words and little communication.

All this changed on the second day, when Rudy Winston, a lecturer from the Harvard School of Business, took the stand. He shocked the audience out of its semi-comitose state by stating that, unlike the preceding speakers, he was addressing his remarks to those who came to the conference.

He then challenged his overflow audience, jammed into the eighth floor conference room in the Stephen Leacock Building, with the statement: "All the moaning and groaning in the world won't get you what you want. If you want equal opportunity for working women, you have to get in there and FIGHT for it. This is a power struggle, and those that have it ain't going to give it up without a fight.

"And you won't fight for it until the level of tension is unbearable. From what I've seen of Canadian women, that level of unbearable stress has not yet been reached here in Canada to make you want to fight for equal opportunity for women at work."

Drawing parallels between the fight for women's rights and the struggle of black workers in the United States, Winston estimated that it would take another 25 to 30 years for Blacks to achieve their goal of equal opportunity with white workers. He indicated that a number of battles had been won, but the war was continuing.

The impact of Winston's words left everyone speechless. When asked later how he wrote his speech, he said: "I just tells it like I see it; I can't tell it any other way." This might be the best lesson for those who attend conferences to remember. All the academic analysis and dry statistics, arguments, audio-visual slide presentations, charts, and movies—you name it—cannot make up for the vivid truth, especially when it is spoken v feeling and the conviction that come only from deep perso involvement. The tension in room evaporated. The men commented that Winston was "first person to tell the truth."

His job experience is even m checkered than that of most wo ing women. He did a stretch in advertising field, where he said learned communication ski Speaking without notes or props any kind, he easily stole the sho The language he used, with skillful use of the vernacular, t pithy phrases from the real wo of men and women, showed mastery of the oral tradition. rhythm and phraseology recall Shakespeare.

As an example, he told the wome "You've got to get the man, not matrimony or in the sack, but in t job." At this point, he noted th "the protest is not where t action's at, and there ain't experts in this field." Arnopoul had correctly divined where th action is at, but those at th conference did not appear inte ested in digging there.

Reacting to the heavy weighting the speakers at the conference wh came from the United States arme with U.S. experience and statisti (many of which sounded lik corporate advertising from th multinationals represented Winston hit home by stating wha the Canadian participants ha been thinking among themselve U.S. lessons do not transplant t Canada because of the cultural an attitudinal differences. He sai "Direct transplants don't wo unless you run through som cultures and see if they're th same."

e guarantees for change cited by
inston should be of interest to all
pes of pressure groups. His first
int was that there must be more
an the usual tension in the situa-
n. As far as the fight for equal
portunity for women at work is
ncerned, it is his opinion that the
cessary level has not been
ached in Canada. He told the
men: "You all can make it tough
r men." His example recalls a
nchline by Sylva Gelber, Direc-
of the Women's Bureau, federal
partment of Labour, who spoke
the conference: "Rome would
ve declined less if Roman
men had declined more."

inston warned the women that
ey must be prepared to accept
e loneliness and isolation that
uld accompany them on their
ute to the top. Most of the
men there had already faced
ose psychological hangups that
g at career-minded females, and
ose who are forced by economic
cessity to leave the home. A
nse of group therapy was
vided by this man who had
ed many of the same problems
his own career. It also brought
e theme of the conference into
e broader perspective of minority
ups as a whole.

Opinion polls of all types are absolutely necessary at this stage to discover the attitudes of Canadian women and their sense of priorities, ranging from the freely emancipated career woman to the happy housewife. From these polls, and statistical fact-finding, it will then be possible to draw up a specific goal and plan.

This is a complex situation, with the female scaring the male, and the male wanting to keep his superiority on the job. Winston warns: "You cannot overlook this when dealing with the white man. He only understands one thing: POWER. Protest is nice, but it doesn't get things done. Come up with a specific set of objectives so he will get ants in his pants until you get something done. The white male in Western culture is one of the most uptight scared types in the world. The female scares him. He wants to keep his superiority on the job." Know this, and be forewarned.

What about superiority in the home? One U.S. survey cited at the conference indicates that working wives do an additional 34 hours a week of housework, while their husbands put in an average of 1.6 hours a week.

And, finally, some tips for dames who are slow on the uptake. When asked by a prospective employer, "What contraceptives do you use," say in shocked horror: "What kind of job IS this?"

Huguette Plamendon, International Representative, Canadian Food and Allied Workers, recounted that she was asked if she planned to get married and have kids. She replied: "Me? At 48!"

Job safety is another problem.

(Grace McKenzie is a Senior Writer with the Information Division of the Public Relations Branch.)

VIOLENCE AND THE TRADE UNIONS

There is growing concern over acts of violence associated with labour disputes. Why are trade unionists resorting to extreme measures? Are there any remedies in sight?

It is easy to draw up an impressive list of violent acts committed in the course of labour disputes over the past few years. Take for example the events of October 9, 1969 in Montreal. The city's policemen walked off the job in the morning to attend a study session at the Paul Sauve centre, leaving Metropolitan Montreal without police protection for 18 hours. In the evening, the Taxi Association took advantage of the situation to settle a quarrel with the Murray Hill bus company. Storehouses were set on fire, a man was killed, and rioters left a trail of terror and destruction over a distance of about half a mile. There was much looting and considerable damage.

Two years later, on October 29, 1971, policemen and demonstrators in Montreal exchanged blows as a result of a lockout at **La Presse,** a daily newspaper. Windows at **La Presse** were smashed, a bus was set on fire, and a pregnant woman, caught in the crowd, could not be taken to hospital. She died.

The Common Front strike in April 1972 paralyzed the public service, schools and hospitals throughout the Province of Québec, causing hardship to the sick and to children.

On May 10, 1972, following the arrests of the Common Front's leaders, extremists staged an uprising at Sept-Iles, Québec. They closed stores, schools, the airport, and the only road connecting the town with the outside world. They put the police force out of action by blowing out the tires of all nine police cars. They seized the radio station, occupied the municip council chambers, and compelle Mayor Donald Gallienne to hav the three union leaders release immediately.

On March 21, 1974, the busine agent of a union destroyed thre generators that supplied electricit to the LG-2 building site at Jame Bay and caused a fire tha destroyed an entire dormitor

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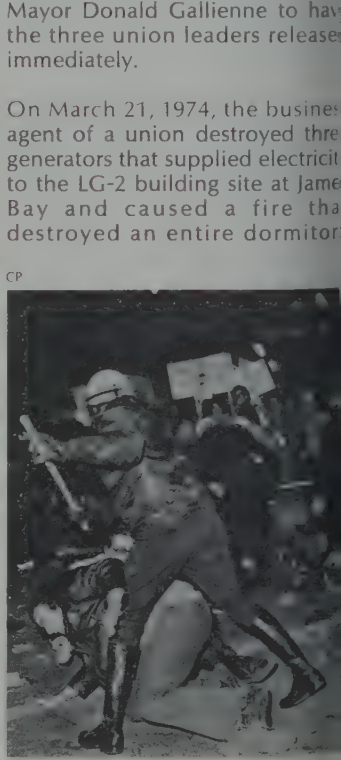

La Presse, 1971

sction. Total damage was imated at $2 million. Some 850 orkmen had to be evacuated and e work site was closed indefi- ely.

ese are but a few examples of bour violence. Many more stances in Canada and abroad uld be cited.

ese aggressive tendencies on the rt of organized labour stem from e trend toward bigness, onymity and depersonalization business, unions and govern- ent. Our bureaucratic institutions e no longer able to satisfy impor- nt human needs. They tend to ustrate rather than to serve the dividual. The resulting collective termination to escape boredom, d anonymity tends to encourage archy.

oday's corporate organization is n by distant and invisible chnocrats, surrounded by anagement personnel and sponsible only to great numbers anonymous shareholders who uldn't care less about the mpany's employees. They never e them, they don't know their mes or anything about their ackground or their problems. en the technocrats and the exec- ives feel as anonymous and as spensable as their lowest subor- nates. Gone is the feeling of elonging."

nions, too, have become big, werful, bureaucratic structures, allenging the State and the rporations. A new and important ement in the contemporary bour scene is the entry of the tellectual white-collar worker to the union movement, bringing

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with him an ideological dimension to the traditional union-management confrontation. A unionism coloured by an ideology is what Québec trade unionism is all about. This kind of unionism is particularly bold and aggressive. "Our true objective," said QFL leader Louis Laberge in 1972, "is not to break windows but to break the system."

This radical ideology, encompassing the idealization of the masses, praise of revolutionary terrorism, and rejection of the system, preaches the doctrine of war against capitalism and extols the virtues of all those who fight the rich and the middle class—in other words, the Establishment. It has succeeded in making violence appear somewhat romantic. Those who seek to topple the system are no longer denounced and punished; on the contrary, the intelligentsia and the mass media tend to make heroes out of them. To have served a prison term for illegal acts committed in the name of the workers is no longer a disgrace—instead, it confers some kind of halo on the "wrongdoer."

The permissive character of labour legislation has also encouraged violence. Union power has become almost untouchable in North America. No matter who is right or wrong, management always seems to be the guilty party.

Another cause of violence, both physical and moral, is the decline of the work ethic, and growing contempt for success measured in terms of material gain. To work simply to make money is no longer considered necessary or desirable. Goods produced mechanically, without human effort, appear worthless and are scorned. In reducing physical effort, the machine has decreased the value of physical work, bringing a profound change in the scale of social values.

The mass media have created a better-informed society that is constantly demanding more from the system. But the more the system gives, the harder people are to please. Family, school and Church are under attack. In the space of a few years we have seen the collapse of an all powerful clericalism in Québec and the disintegration of puritanism in the U.S. Such profound changes in the social order have led to excesses and to confusion. The State now has trouble keeping order in communities that were traditionally peaceful and respectful of authority, employers no longer succeed in imposing discipline, the family no longer dares to assert its authority, the Church is incapable of having even the most elementary morality recognized.

All these factors have affected labour-management relations. Nevertheless, it is easy to forget that most collective agreements are renewed each year without any disputes arising. Moreover, we tend to forget that the number of extremists is small. This does not mean, however, that we need not take action to eliminate the unrest caused by the rapid growth of government, business and unions.

Today, unions have more duties than rights. They can no longer sing the same tune. They must abandon marxism, refrain from using violent language, renounce their ideological whims, and refrain from using the strike weapon in certain sectors of the labour community. The revolutionary oratory, melodramatic eloquence, and verbal violence that characterized the unionists of yesteryear, when workers were shamelessly exploited, seem ridiculous today. Union leaders' frequent use of extravagant language has made it impossible to take them seriously.

The unions should also stop deceiving themselves into thinking that they have a double mission—that of defending the material interests of their members, and that of representing the political and ideological interests of a clas
North American union membe
have no use for romantic ideolog
class struggle and second fron
They join a union to improve the
wages and working conditions, n
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unions represent only the
members and have no mandate
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Their most pressing task is to ada
to the new realities of post-indu
trial society, to face and to sol
complex problems that dema
innovative solutions. For a start, t
trade union movement could
examine the wisdom and usefu
ness of the strike as a weapon
collective bargaining.

George Meany, president of t
AFL-CIO, is on record as sayi
that "there is a growing feeling th
strikes by people making $7,500
year or more just don't make sens
Years ago you put people on stri
who were making 50 cents an ho
That's all you had to make
. . . But now the workers have

The aftermath: James Bay, 1974

e home, they have a couple of going to college. You put them trike, they're overboard within eek."

strike was a powerful weapon time when the worker had thing to lose." At that time it a hard blow to the employer. v that workers enjoy a compar-ely high standard of living, this upon works against them. loyers frequently compensate production losses due to work pages by increasing their prices ne consumer. Strikes in public ices merely harm the public, the employer. In the final anal-the unionists and the public he losers.

loyers, for their part, must erstand that the signing of a ective agreement providing erous wage increases is not ugh to ensure labour peace. An rt must be made to re-establish an contacts at the production l. Management cannot rely ly on computers to organize duction and to appraise the lities and performance of sonnel. People are human gs, not numbers or statistics, need to be encouraged, reciated, noticed by their ses. Ways must be found to ve that sense of belonging.

Now that the union movement is firmly established and capable of paralyzing essential services, the time has come for Government to tighten the screws a little. It must not be intimidated by powerful labour bodies. To ignore the right of the public to essential services at all times, on the pretext that the right to strike of a few hundred individuals must be respected, is to be insensitive to the needs of the community. Compulsory arbitration must replace the right to strike in essential industries, for it is childish to hope that those who have the right to strike will not do so. On account of their growing power and militancy, unions now constitute a real threat to the social peace. They have become true monopolies of manpower. Just as government has the duty to protect the consumer against corporate monopolies over essential products, it must protect the public against monopolies over essential manpower.

Some people advocate a non-strike situation where the enterprise would continue to function but where both employers and employees would stand to lose in a dispute. Profits and salaries, in full or in part, would be withheld or paid to a charitable institution or to the Government until differences were resolved.

Until now, governments have closed their eyes to the abuse of power by certain unions. The "silent majority", for its part, has no opportunity to show its anger other than the one provided by a general election. But one day this silent majority may show its anger in another way, and the result could be frightening.

(The foregoing was adapted from an article that first appeared in La Gazette du Travail, June 1974. The author, Jean Pellerin, is a journalist with **La Presse,** Montreal.)

LABOUR LEGISLATION IN 1973
PART 5: HUMAN RIGHTS

by BRIEN G. GRAY

During 1973 legislative changes in the field of human rights were enacted by the provinces of British Columbia, Alberta, Saskatchewan and New Brunswick.

British Columbia passed the Human Rights Code of British Columbia Act on November 7, 1973. Under the Code a new Human Rights Commission, boards of inquiry and the position of Director of Human Rights were established. In Alberta, Premier Lougheed announced the appointment of seven members to the Alberta Human Rights Commission. Also, the equal pay provisions of the Individual's Rights Protection Act were amended to provide equal protection to male employees. Changes were made under the Saskatchewan Human Rights Commission Act respecting the administration of the Commission.

The New Brunswick Human Rights Act, was amended to include age and marital status as prohibited grounds for discrimination. This brings to three the number of jurisdictions in Canada that prohibit discrimination on the grounds of age, sex and marital status.

BRITISH COLUMBIA

The Hon. W. S. King, Minister of Labour, announced December 10, 1973 the appointment of a five-member British Columbia Human Rights Commission under the new Human Rights Code. The chairman of the Commission is Bishop Remi J. De Roo, S.T.D., of Victoria; the other members are Larry Ryan, Gene Ervington, Rose Charlie and William Black.

The Human Rights Code of British Columbia Act, which replaces the old Human Rights Act of 1969, was passed November 7, 1973. Only the sections pursuant to the Admin tration and funding of the Act h been proclaimed in force.

The new Act makes a considera number of significant changes. T grounds on which discriminatio prohibited in tenancy premises extended to include sex and mar status. Similarly, marital status a political beliefs may not be used grounds for discrimination employment. A provision uniq to the British Columbia legislati protects anyone convicted o criminal or summary convicti charge against discrimination in employment, and (2) members in trade unions, employers', a occupational associations. T scope of the complaint process h been broadened, as have t powers of the boards of inqui which fulfill the functions of t commission that existed under t old Act.

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oration—primarily existing to
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in—does not contravene the
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exclusion was not as specific,
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former Act excluded domestic
ants who worked in a private
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der a new provision of the Code
person may deny another
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Code also prohibits (1)
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respect to any term or condi-
of the tenancy on the grounds of the tenant's race, marital status, religion, colour, ancestry, or place of origin. These provisions do not apply where the use of any sleeping, bathroom or eating facilities is to be shared with the person advertising the space.

The provisions prohibiting the publication or display of discriminatory signs, notices, symbols, emblems or other representation continue to apply under the new Code, as do the provisions protecting a person's right by speech or in writing to freely express his feelings.

The restrictions against discrimination in public accommodation services and facilities continue to apply unless "reasonable cause" exists for such a discrimination. "Reasonable cause" does not include race, religion, colour, ancestry or place of origin; nor does it include the sex of any person, unless in relation to the maintenance of public decency.

The new equal pay provisions protect persons of either sex against discrimination in the payment of wages for "similar or substantially similar work".

The new Code forbids application forms or advertisements relating to employment—or oral inquiries of an applicant—to (1) express directly or indirectly any preference as to the race, religion, colour, sex, marital status, age, ancestry or place of origin of any person; or (2) require an applicant to furnish information covering race, religion, colour, ancestry, place of origin or political belief.

The Code notes an individual's right of equality of opportunity based on bona fide qualifications respecting his occupation. Thus, no employer may refuse to employ, or to continue to employ, or to advance or promote a person, or discriminate against him in respect of his employment (nor may an employment agency refuse to refer him for employment) without "reasonable cause." Reasonable cause does not include a person's race, religion, colour, age, marital status, ancestry, place of origin, political belief, or sex, unless it relates to the maintenance of

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public decency. Also, conviction on a criminal or summary conviction charge does not constitute reasonable cause, unless the charge relates to the occupation of the person.

The importance of these new provisions is seen when they are compared with those found under the old Act. The old terms prohibited employers from refusing to employ, or to continue to employ any person, or to discriminate against any person regarding employment because of his religion, race, sex (except where this is a bona fide occupational qualification) colour, nationality, ancestry, place of origin, age or because of a complaint or testimony made by that person pursuant to the enforcement of the Act. Finally, the prohibition of discrimination on the basis of age does not affect the operation, terms or conditions of retirement, superannuation, pension, insurance or seniority-type plans.

The Code states that everyone has the right, based upon his occupational qualifications, to equality of opportunity respecting his occupation and his membership in a trade union, employers' association or occupational association. Thus no such group may, without reasonable cause regarding these qualifications, (1) refuse membership to, expel, suspend, or otherwise discriminate against anyone or (2) negotiate on behalf of that person an agreement that would discriminate against him contrary to the Code. The latter protection is new under the Code. As with the provisions regarding discrimination in employment, the sex, race, religion, colour, age, marital status, ancestry, place of origin or political belief of any person do not constitute "reasonable cause". Nor does a criminal conviction, unless the charge relates to the person's occupation or to the membership under consideration. It is important to note that under the old Act this type of anti-discrimination provision only applied to trade unions.

Another provision protects anyone making a complaint under the Act. No one may "evict, discharge, suspend, expel, intimidate, coerce, impose any pecuniary or other penalty upon, or otherwise discriminate against any person because that person complains, gives evidence, or otherwise assists in respect of the initiation or prosecution of a complaint or other proceeding under this Act."

The provisions of the Human Rights Code establish a commission known as the British Columbia Human Rights Commission. It consists of as many members as the Lieutenant-Governor-in-Council appoints—one of whom is designated as chairman. The functions of the Commission are as follows: (1) to promote the principles of the Act; (2) to promote an understanding of and compliance with the Act; (3) to develop and conduct educational programs designed to eliminate discriminatory practices; and (4) to encourage and co-ordinate programs and activities promoting human rights and fundamental freedoms.

The Commission may approve programs set up by government, private organizations or individuals that are designed to promote t welfare of any class of individu The Commission may also appr a settlement regarding a discr ination under or contravention the Act.

The Lieutenant-Governor- Council may extend the functi of the Commission so as to ena it to effectively carry out the int and purpose of the Act.

Under the Code, the Minister Labour appoints a director to ac chief executive officer of t Commission and as registrar for execution of complaints under Act. The Minister also appoints individuals who will be eligible serve on boards of inquiry.

The Director is responsible ensuring that complaints a allegations are dealt with. He required to act if (1) he receive complaint that a person—wheth or not he is the complainant—h been discriminated against or t a person has contravened the A (2) if he alleges, with or witho receipt of a complaint, tha person has contravened the Act has been discriminated against; (3) if he receives from t Commission an allegation tha person has contravened the Act has been discriminated against. the case of either a complaint or allegation he must investigate a try to effect a settlement of t alleged discrimination or cont vention.

If the Director is unsuccessful feels he will be unsuccessful settling an allegation, he make report to the Minister of Labo who may refer the allegation t

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ard of inquiry consisting of one more panel members. All parties given full opportunity to be presented by counsel, present dence, cross-examine witnesses d make submissions.

e board of inquiry may dismiss allegation it considers unjusti-d. Where the board of inquiry ds that the allegation is justified, can order the person who ntravened the Act to cease. In dition, the board of inquiry may ler: (1) restoration of whatever hts, opportunities, privileges the grieved person was denied; (2) mpensation for all or part of ges lost, or expenses incurred cause of the contravention. here the board finds the person o contravened the Act did so owingly or with a wanton disre-d and the victim suffered aggra-ed damage to his feelings or his f-respect, the board may order payment of costs and compen-ion up to $5,000.

When monetary compensation is ordered the person who was discriminated against may file a certified copy of the order with the Supreme Court or County Court. It will then have the same force as if it were a court order for recovery of a debt. Also, an order of the board of inquiry may be appealed to the Supreme Court on questions of law or jurisdiction of any finding of fact.

Under the old provisions, an investigation could be undertaken by the Director only after a written complaint was received from the aggrieved person. Where the Director was unsuccessful in reaching a settlement of the matter he referred it to the Human Rights Commission. The Human Rights Commission, in turn, could either dismiss the complaint as being without merit or find for the complainant. In the latter case, the commission was obliged to issue an order directing the person to cease the activity in question and to take remedial action. An order could also direct an employer to employ or re-employ a person and pay him lost wages, or direct a trade union to admit a person as a member or reinstate a member. Such an order was final and could be enforced by filing a copy in the Supreme Court.

Under the new Act, an allegation must be made within six months of the date of the alleged contravention. Claims for compensation or damages are not permitted if the contravention occurred more than 12 months before the allegation was made.

Contravention of any provision of the Act, or failure to comply with an order made by the board of inquiry, constitutes an offence punishable by a fine of up to $1,000 for an individual and of up to $5,000 for a corporation, trade union, employers' organization or employment agency. These penalties do not, however, apply to a person who has complied with a board order calling for financial compensation for wages lost or damaged reputation.

ALBERTA

On October 26, 1973, Premier Lougheed announced to the Legislature the appointment of the seven-member Alberta Human Rights Commission. The chairman of the Commission is Dr. Max Wyman, currently president of the University of Alberta; the other members are Vince Cooney, Jean Forest, Marvin Fox, Muriel Venne, Connie Osterman and Naomi Whalen.

An amendment to the Alberta Individual's Rights Protection Act expanded the equal pay provisions to protect men as well as women. An employer is prohibited from paying a male employee at a lesser rate of pay than that of a female employee or vice versa for "similar work or substantially similar work". Formerly, this protection was only afforded to females.

SASKATCHEWAN

The Saskatchewan Ombudsman Act came into force January 26, 1973. An amendment (effective May 4, 1973) to the Human Rights Commission Act in this province removed the five-member limit to the number of appointees to the Commission. The chairman (or in his absence or inability to act, the vice-chairman) is now empowered to cast the deciding vote in the event of a tied decision. The Act is now binding on the Crown or its servants or agents.

NEW BRUNSWICK

The New Brunswick Human Rights Act was amended to include age and marital status as prohibited grounds for discrimination. The Act defines "age" as nineteen years of age and over.

The Act now forbids discrimination in employment on the basis of age and marital status, but allows for an exemption if the Human Rights Commission determines that a limitation, specification or preference is based upon a bona fide occupational qualification. Also, the prohibition of discrimination on the basis of age does not affect bona fide retirement or pension plans and insurance plans.

Discrimination on the basis of sex, age and marital status is prohibited in the occupancy of commercial and dwelling units and on the basis of age and marital status in the sale of property. However, an exemption from the occupancy requirements, in so far as they apply to sex and marital status, is allowed if the Commission determines that such a limitation is based on a bona fide qualification.

Discrimination is again prohibit in public accommodation, servic or facilities on the basis of sex, a or marital status. Once aga however, an exemption based sex or marital status is available a bona fide qualification is evide

Sex, age and marital status are al prohibited grounds for discri ination in advertising, publicatio or broadcasting, with a simi exemption available.

Professional, business and tra associations are prohibited fr discriminating on the basis of a and marital status.

Age and marital status are includ as areas in which the Human Rig Commission exercises its pow and carries out its functions.

50 YEARS AGO

ILO

Canadian Council on Child Welfare report on juvenile immigration into Canada from Great Britain; the weekly cost of food for an average Canadian family; alien labour in France; extensive changes in the industrial and economic life of China—these were among the topics discussed in the July 1924 issue of **The Labour Gazette.**

At the 1924 meeting of the **Canadian Council on Child Welfare,** the chief topic discussed was a report on juvenile immigration into Canada from Great Britain that had been prepared by Charlotte Whitton, honorary secretary of the Council. Emphasized in the report were the need for more careful inspection of the physical and mental condition of children from whom it was proposed to bring to Canada, and more adequate supervision when they were placed in Canadian homes. The Council adopted the so-called "children's charter" drawn up at Geneva in May, 1923, by the General Council of the Save the Children Fund International Union: "By the present declaration of the rights of the child, commonly known as the 'Declaration of Geneva,' men and women of all nations, recognizing that mankind owes to the child the best that it has to give, declare and accept it as their duty that, regardless of all considerations of race, nationality or creed: (1) the child must be given the means requisite for its normal development, both materially and spiritually, (2) the child that is hungry must be fed, the child that is sick must be nursed, the child that is backward must be helped, the delinquent child must be reclaimed and the orphan and the waif must be sheltered and succored, (3) the child must be the first to receive relief in times of distress, (4) the child must be put in a position to earn a livelihood, and must be protected against every form of exploitation, and (5) the child must be brought up in the consciousness that its talents must be devoted to the service of its fellowmen."

For the **average Canadian family of five,** the weekly cost of 29 staple foods was $9.86, as measured by the average retail prices in about 60 cities at the beginning of June 1924. Including the cost of fuel and rent with that of foods, a typical family's total budget averaged $20.22

France was a "marked" country for immigrants and alien labour was welcomed. In 1923, the number of alien workers arriving in France was 262,877, while those who departed numbered only 59,951. Industry absorbed 184,255 of the immigrants and agriculture took 78,622. Of the number entering industry, 48,376 were unskilled labourers; 40,547 entered the building industry, and 31,040 went into mining.

China was undergoing extensive changes in the industrial and economic life of its people, according to information published by the International Labour Office. A noticeable feature of this change was the extent to which women and children were employed in modern factories. It was estimated that in cotton mills nearly 40 per cent of the workers were women, 40 per cent children, and 20 per cent were men. Many children eight and nine years of age were admitted into factories; even some under the age of 7 years were known to be at work. In silk establishments in Central and South China almost all the workers were women and girls, but in North China, boys between 10 and 20 years of age were employed.

BOOK REVIEWS

EXAMINING AN "OFFICIAL MYTHOLOGY"

THE CPR
A century of corporate welfare; by Robert Chodos; James Lewis and Samuel, Toronto; 159 pp.

by M. K. CARSON

Robert Chodos has written an amazing counter-company history of the Canadian Pacific Railway from its inception in 1880 to the present. He delves deeply and authoritatively into the story of this now huge and highly diversified conglomerate. "The history of the CPR," he writes, "is the story less of public-spirited capitalists than of private-spirited politicians."

"There have been corporate welfare bums in this country almost as long as there have been corporations, and none has collected as much money (from governments) over as long a period of time as Canadian Pacific."

In one of three appendices to his book, he sets out in graphic form the money and land grants received by the CPR as "aid granted to CP Limited and other companies now in the CP system."

His figures show that over the century of its existence, the CPR has received from federal, provincial and municipal governments, $106,280,334 and 43,962,546 acres of land.

The myth of the CPR, he says, "has been a basic component of the residual nationalism that its original authors, the Conservative party, never seem to be able to shake off entirely."

Chodos tells of how the Government, through the CNR, built the Great Slave Lake Railway to serve the CPR-controlled Pine Point Mines; of the original CPR land bonanza in B.C.; of CPR's answer to rising costs—phase out employees. He describes the CP law of railway finance, which says that whatever adjustments may take place anywhere else in the economy the CPR's profit position cannot be allowed to suffer; and (Bermuda), which builds its tankers and bulk carriers in Jap ese yards and then hires Brit officers and Spanish or Hong Ko Chinese crews.

A chapter titled "Passengers in t baggage car" deals with t downgrading of passenger servic as a means of getting rid of passe ger trains. In "The men behind t CPR," Chodos examines t company's directors, noting th they not only run the company b by means of a legal technicali control the administration of pension fund. As Chodos remar "Any questions about control the pension fund are not quibb over peanuts;" it is a pool abo three quarters the size of t company's total retained income

Chodos notes that although book is about Canadian Pacific, strongest criticism is reserved r for the officers of that company b for officials of the Government Canada. His reasoning is that long as CP is allowed to exist a private company, then it is the j of its officers to try to make as lar a profit as they can, by all t means open to them."

"Government officials," he stat "are supposed to represent t people who elected them, rath than the shareholders of Canadi Pacific. Our representatives government have shown tendency to act as if the interests the two groups were the same."

In his summarizing chapt Chodos makes what he calls modest proposal": nationalizati of the CPR. He concedes th "there is no certainty that pub ownership will make a difference. But it will create t opportunity for Canada's tran portation system to be put on rational basis."

ally Chodos notes that "in pro- ing nationalization of Canadian ific, I don't really expect it to be ied out except by some future ernment with a whole new itude toward the relationship ween government and business: hout such a new attitude, I ubt that nationalization would e much point."

K. Carson is currently employed he Conciliation and Arbitration nch of the Department as an ustry Specialist responsible for ways.)

SI PUEDES

sar Chavez and the New Ameri- Revolution, by Peter Matthies- ; Random House, 1970, Dell olishing 1973.

JOHN BANK

is is not a biography. It is rsonal journalism that produces best profile of Cesar Chavez in nt, and, in the process, discusses icultural economics, sociology, ial history and politics as they fect the California farm rkforce. From conversations th Chavez, Matthiessen writes g and detailed accounts of his rsonal history as founder of the m worker movement. The title, **Si Puedes** (escape if you can), is m the name of a slum barrio in n Jose where Chavez lived in his uth.

a loose narrative that began with e first grape strike in the summer 1968, Matthiessen captures the ike drama: the pickets strung out ng the hot, dusty vineyards outing through megaphones; the owers struggling to keep the per hand in confrontation; and e problems—pesticide poisoning, racism, child labour, police harassment, and low wages. Chavez is seen as he must be—inseparable from "La Causa," the drive to emancipate farm workers from the semi-peonage of the farm labour system.

Flashbacks describe the key events of the struggle: the 300-mile march from Delano to Sacramento, California, (March 1966), Chavez's 25-day fast (March 1968), the farm workers' support of Senator Robert Kennedy's California primary. The narrative concludes with the signing of contracts by 85 per cent of the table-grape industry and the outbreak of the lettuce strike in the summer of 1970.

In the light of the Teamster raids on the United Farm Workers grape contracts last year, Matthiessen's accounts of earlier Teamster-grower fraternization has a special relevance. After interviewing grape grower John Kovacevich, Matthiessen wondered: "Apparently Kovacevich has long since conceded that a farm workers union is inevitable; the question is whether he will follow the retreat of the right-wing growers to a sweetheart contract with the Teamsters, or follow his own conscience."

There is an account of the first and only time the United Farm Workers faced the Teamsters Union in a secret-ballot election: "The final election, held at Sierra Vista on August 30, 1966, was supervised by the American Arbitration Association, and anyone who had worked for fifteen days or more at Sierra Vista in the previous year was eligible to vote. The Teamsters already had a large California membership of workers directly dependent on agriculture, which is a $4-billion industry in California, and the workers in the packing sheds voted to join the Teamsters, 94 to 43. But the field workers, some of whom had heard about the election from as far away as Mexico, and came at their own expense to vote, won the election for UFWOC by 530 to 331. Some of these people had participated in as many as three previous strikes against Di Giorgio, all of them broken in a few days. In the light of what the growers are still saying to this day, it is significant that only nineteen workers of the near-thousand whose votes were accredited cast a ballot for no union."

In the course of his book, Matthiessen explodes some myths about agribusiness. The myth that unionization of farm labour will destroy the small farmer—the backbone of America—falls before the author's research. Seven per cent of California's farms employ 75 per cent of the hired labour. He shows the small family farm being gobbled up by big growers and huge corporate enterprises. California "has lost sixty-one thousand farms—nearly half—in the last decade. Since 1960, more than a quarter of America's family farms have vanished."

The new large corporate growers—at times, multinational corporations such as Tenneco, Dow Chemical, Coca-Cola—have mutual interests and often joint directorships with banks, land monopolies, canneries and railroads. Matthiessen argues that these corporate agribusiness giants,

with their market volume, underbid the small grower and show profits. They set prices. He could have added that they use non-agricultural monies to establish name brands, as Tenneco is currently using oil profits to advertise its brand "Sun Giant." The small grower's crops, often worked by himself and his family, must compete with crops harvested by low-wage labour. Union wages would actually help the small grower, as is evident by the National Farmers Union support of UFW.

Matthiessen deals with the romanticizing of the poor farm worker by quoting Chavez: ". . . the farm worker is only a human being. You take the poorest of these guys and give him that ranch over there, he could be just as much of a bastard as the guy sitting there right now. Or if you think that all growers are bastards, you're no good to us either. Remember that both are men."

Although Matthiessen quotes the growers faithfully, the book is a partisan piece in support of the farm workers. Matthiessen doesn't hide his bias, and the facts he throws into the book, a little too haphazardly at times, argue in support of the boycott. We learn from him that Safeway Foods, a grocery chain that is the largest buyer of table grapes in the West, is a perfect example of the interlocking business interests called "agribusiness." A member of Safeway's board of directors, J. G. Boswell, owning 135,000 acres of cotton in California alone, was the largest grape grower in Arizona in 1968. For not growing cotton, Boswell received an annual federal subsidy of over $4,000,000. Other grape growers also serve on Safeway's board and participate in federal welfare to the rich.

Mathiessen stands a bit too much in awe of Chavez. "Because he is such an unpublic man, Chavez is one of the few public figures that I would go ten steps out of my way to meet," he states. "Such hope as there is of orderly change depends on men like Cesar Chavez, who, of all leaders now in sight, best represents the rising generation."

Matthiessen displays great admiration for Chavez as mystic, ascetic, committed leader. He sees him primarily as an organizer who insists that "a leader doesn't have to say so may things. Just do them. You keep it simple and you do things, and you let those actions be interpreted."

Matthiessen deals directly with the possibility of Chavez's assassination. He discussed with him the assassination of Martin Luther King and Robert Kennedy. Chavez responded: "No one accepts death, I think, but what is the alternative? If you lock yourself in or give up, it's a living death; that's no alternative. Death is not enough to stop you. You're really too busy to think of it. Unimportant, day-to-day things get your attention, which is just as well."

In one poignant scene we see all of the fear: "... Cesar's conversation turned to the murder a few weeks before of the United Mine Workers' Joseph Yablonski. Helen Chavez, who was making supper, had been listening with only half an ear, but now she turned, fork in hand, to stare at her husband. "What?" she began, then stop speaking as Cesar gazed at "We're talking about the ass nation of that union leader,' admitted softly after a mom "Oh!" Helen said abruptly, turr her head away as if she had b slapped. Her gesture reminded of one that her husband had m at another supper on the nigh had talked with Dolci. A child suddenly burst out, "Hey, Ce Hey, Cesar!" And when Cha turned, the child, eyes w pointed a finger: "Bam, bam, ba he yelled. "I've come to assassir you!" Chavez turned his h away, much as Helen had done, while the room suffocate bad silence."

Sal Si Puedes is a timely book. recent reversals in the fortune the man and his union again r the question, "Can Cha survive?" Only a handful contracts remain; dues-pay membership has fallen from 62 to 12,000 members, owing t refusal on the part of grape certain lettuce growers to ren contracts with the UFW. It's an question, and Matthiessen's b provides a believable answer showing the farm-worker lea inseparably united to the ris aspirations of his people.

(Rev. Bank is a Roman Catho priest, and has been an organ for the United Farm Worke AFL-CIO, for more than five ye He is also director of the Qué grape and lettuce boycott.)

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LIST NO. 303

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INDUSTRIAL AND GEOGRAPHIC DISTRIBUTION OF UNION MEMBERSHIP IN CANADA, 1972

Union membership figures in the following tables are compiled by the Economics and Research Branch of the Canada Department of Labour. The basic data on national and international unions and their locals or branches are obtained, in the first instance, by Statistics Canada through the operation of the Corporations and Labour Unions Returns Act. These data, made available to the Canada Department of Labour through a co-operative arrangement, are supplemented by information collected directly by the Economics and Research Branch from independent local organizations, from some unions that are not subject to the reporting requirements of CALURA, and from central labour bodies operating in Canada. Data from these various sources are compiled in the Economics and Research Branch, making it possible to provide a broad picture of the dispersion of trade union members by industrial sectors and by geographic areas.

Aggregate statistical information on the labour movement in Canada, along with information on individual unions, central labour congresses and independent local organizations, is available in the handbook, **Labour Organizations in Canada, 1972.** The statistical information represents Canada-wide totals by congress affiliation, type, and size of union. The directory portion of the publication lists the names, titles and addresses of the principal officers of individual unions, information on their substructures, the dispersion of their locals by provinces and other pertinent information, including the titles of their publications where applicable.

In 1972, there were 2,388,000* union members in Canada, compared with 2,231,000 in 1971, an increase of about seven per cent. Changes in total membership are the net result of many factors, including recruitment activity of unions, changes (upward or downward) in employment levels in unionized areas, new union formation and changes in the survey coverage. A major influence affecting the increase between 1971 and 1972 was an expansion in the coverage of organizations in Education (teachers) and Health and Welfare Services (nurses); as a result, the sector including these, Community, Business and Personal Service Industries, constituted 17 per cent of the total union membership in 1972 as compared with 12.6 per cent a year earlier.

Table 1 gives the distribution of union membership by industry on the basis of Statistics Canada Standard Industrial Classification (1970). The information in Table 1 supplements that provided in Table 1. It lists, in alphabetical order, the names of the international and national unions and the independent local organizations that account for more than one tenth of the organized workers within each of the industry groups. All organizations active within any particular industry group are thus not necessarily shown—only those having more than 10 per cent of the union membership reported in the group.

Table 3 shows union membership by provinces, and Table 4 provides a breakdown of union membership according to the geographic areas served by Canada Manpower Centres. These areas, based on the geographical classification used in the 1966 census, in most cases repeat the boundaries of census subdivisions; in a few cases they follow the boundaries of census enumeration areas.

*Revised from 2,370,641, shown in **Labour Organizations in Canada, 1972.**

TABLE 1—UNION MEMBERSHIP BY INDUSTRY, CANADA, 1972†

INDUSTRY GROUP	NO. OF LOCALS	TOTAL MEMBERS	TOTAL FEMALE MEMBERS
AGRICULTURE	14	1,153	178
FORESTRY	71	31,919	381
FISHING AND TRAPPING	27	2,189	45
MINES, QUARRIES AND OIL WELLS	252	79,702	546
Metal Mines	131	57,172	211
Mineral Fuels	43	9,161	79
Non-Metal (except coal mines)	34	11,418	256
Quarries and sand pits	34	1,360	–
Services incidental to Mining	10	591	–
MANUFACTURING	3,820	780,270	146,477
Food	411	82,317	21,952
Beverages	95	12,103	888
Tobacco Products	25	6,387	3,152
Rubber and Plastic Products	108	17,878	3,975
Leather	66	11,230	5,451
Textile	191	35,050	13,603
Knitting Mills	19	2,235	1,744
Clothing	121	49,087	36,628
Wood	146	39,115	1,764
Furniture and Fixture	97	14,661	2,120
Paper and Allied Industries	399	80,346	5,194
Printing, Publishing and Allied Industries	214	28,746	4,438
Primary Metals	222	66,180	1,186
Metal Fabricating	451	64,735	6,358
Machinery	194	29,546	1,559
Transportation Equipment	226	106,284	6,474
Electrical Products	242	63,436	20,126
Non-Metallic Mineral Products	217	26,137	2,209
Petroleum and Coal Products	39	4,836	4
Chemical and Chemical Products	230	26,281	3,154
Miscellaneous Manufacturing	107	13,680	4,498
CONSTRUCTION	635	242,377	1,381
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	2,452	391,049	56,988
Air Transport and Incidental Services	134	20,321	4,584
Railway Transport	896	112,900	2,981
Water Transport and Incidental Services	139	29,284	554
Truck Transport	137	36,801	388
Buses and Street Cars	69	23,349	272
Other Transport	40	5,291	233
Storage	53	6,892	616
Communication	828	106,866	40,478
Electrical Power, Gas & Water Utilities	156	49,345	6,882
TRADE	514	91,480	24,164
FINANCE, INSURANCE AND REAL ESTATE	34	3,033	1,784
COMMUNITY, BUSINESS AND PERSONAL SERVICE INDUSTRIES	1,903	415,216	234,217
Education and Related Services	667	164,351	86,045
Health and Welfare	826	167,875	122,206
Religious Organizations	6	295	146
Amusement and Recreation	118	35,300	5,227
Services to Business Management	41	2,777	468
Personal Services	89	6,970	4,009
Accommodation and Food	95	28,862	11,630
Miscellaneous Services	61	8,786	4,486

TABLE 1—UNION MEMBERSHIP BY INDUSTRY, CANADA, 1972†

INDUSTRY GROUP	NO. OF LOCALS	TOTAL MEMBERS	TOTAL FEMALE MEMBERS
PUBLIC ADMINISTRATION	2,194	347,645	83,595
Federal Administration	1,083	154,304	37,646
Provincial Administration	361	99,753	31,947
Local Administration	750	93,588	14,002
Other Government Offices	–	–	–
INDUSTRY UNSPECIFIED	57	2,094	117
TOTAL	*	2,388,127	549,873

*Non-additive: See introductory comments
†Based on Statistics Canada Standard Industrial Classification (1970) (Cat. No 12-501)

TABLE 2—UNION REPRESENTATION WITHIN INDUSTRY GROUPS, 1972

INDUSTRY GROUP	UNIONS COMPRISING MORE THAN 10 PER CENT OF THE TOTAL REPORTED MEMBERSHIP IN INDUSTRY GROUP (in alphabetical order)
AGRICULTURE	Agriculture Union-PSAC-(CLC) Chemical Workers (AFL-CIO/CLC) Commerce Federation (CNTU) Ontario Civil Service (Ind,)
FORESTRY	Carpenters (AFL-CIO/CLC) Woodworkers (AFL-CIO/CLC) Woodworkers' Federation-UPA-(Ind.)
FISHING and TRAPPING	United Fishermen (Ind.)
MINES, QUARRIES and OIL WELLS	
Metal Mines	Steelworkers (AFL-CIO/CLC)
Mineral Fuels	Mine Workers (CLC)
Non-Metal (except coal mines)	International Operating Engineers (AFL-CIO/CLC) Metallurgists, Mines and Chemical Workers Federation (CNTU) Steelworkers (AFL-CIO/CLC)
Quarries and Sand Pits	Building and Woodworkers Federation (CNTU) Cement Workers (AFL-CIO/CLC) Steelworkers (AFL-CIO/CLC) International Operating Engineers (AFL-CIO/CLC)
Services Incidental to Mining	Machinists (AFL-CIO/CLC) Steelworkers (AFL-CIO/CLC)
MANUFACTURING INDUSTRIES	
Food Industries	Bakery Workers (AFL-CIO/CLC) Food Workers (AFL-CIO/CLC) Teamsters (Ind.)
Beverages Industries	Brewery Workers (AFL-CIO/CLC) Distillery Workers (AFL-CIO/CLC)
Tobacco Products Industries	Tobacco Workers (AFL-CIO/CLC)
Rubber and Plastic Products Industries	Rubber Workers (AFL-CIO/CLC)

TABLE 2—UNION REPRESENTATION WITHIN INDUSTRY GROUPS, 1972

INDUSTRY GROUP	UNIONS COMPRISING MORE THAN 10 PER CENT OF THE TOTAL REPORTED MEMBERSHIP IN INDUSTRY GROUP (in alphabetical order)
Leather Industries	Boot and Shoe Workers (AFL-CIO/CLC) Clothing Workers' Fed. (CNTU) Food Workers (AFL-CIO/CLC) Leather and Plastic Workers (AFL-CIO/CLC)
Textile Industries	Textile Federation (CNTU) Textile Workers Union (AFL-CIO/CLC) United Textile Workers (AFL-CIO/CLC)
Knitting Mills Industries	Amalgamated Clothing Workers (AFL-CIO/CLC) Clothing Workers' Fed. (CNTU) Textile and Chemical Union (CCU) Textile Workers Union (AFL-CIO/CLC)
Clothing Industries	Amalgamated Clothing Workers (AFL-CIO/CLC) Ladies Garment Workers (AFL-CIO/CLC)
Wood Industries	Carpenters (AFL-CIO/CLC) Woodworkers (AFL-CIO/CLC)
Furniture and Fixture Industries	Building and Woodworkers Fed. (CNTU) Upholsterers (AFL-CIO/CLC) Woodworkers (AFL-CIO/CLC)
Paper and Allied Industries	Paper Makers (AFL-CIO/CLC) Pulp and Paper Mill Workers (AFL-CIO/CLC) Pulp and Paper Workers Fed. (CNTU)
Printing, Publishing and Allied Industries	Graphic Arts Union (AFL-CIO/CLC) Printing Pressmen (AFL-CIO/CLC) Typographical Union (AFL-CIO/CLC)
Primary Metal Industries	Metal, Mines and Chemical Workers' Fed. (CNTU) Steelworkers (AFL-CIO/CLC)
Metal Fabricating Industries	Auto Workers (AFL-CIO/CLC) Machinists (AFL-CIO/CLC) Sheet Metal Workers (AFL-CIO/CLC) Steelworkers (AFL-CIO/CLC)
Machinery Industries	Auto Workers (AFL-CIO/CLC) Machinists (AFL-CIO/CLC) Steelworkers (AFL-CIO/CLC)
Transportation Equipment Industries	Auto Workers (AFL-CIO/CLC)
Electrical Products Industries	CDN Union of Communication Workers (Ind.) I.U.E. (AFL-CIO/CLC) Steelworkers (AFL-CIO/CLC) U.E. (CLC)
Non-Metallic Mineral Products Industries	Cement Workers (AFL-CIO/CLC) Glass and Ceramic Workers (AFL-CIO/CLC) Teamsters (Ind.)
Petroleum and Coal Products Industries	Independent Local Organizations Oil Workers (AFL-CIO/CLC)
Chemical and Chemical Product Industries	Chemical Workers (AFL-CIO/CLC) District 50 (A.T.W.) (Ind.) Food Workers (AFL-CIO/CLC) Oil Workers (AFL-CIO/CLC)
Miscellaneous Manufacturing Industries	Auto Workers (AFL-CIO/CLC)

TABLE 2—UNION REPRESENTATION WITHIN INDUSTRY GROUPS, 1972

INDUSTRY GROUP	UNIONS COMPRISING MORE THAN 10 PER CENT OF THE TOTAL REPORTED MEMBERSHIP IN INDUSTRY GROUP (in alphabetical order)
CONSTRUCTION INDUSTRY	Carpenters (AFL-CIO/CLC) Labourers (AFL-CIO/CLC) Plumbers (AFL-CIO/CLC)
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	
Air Transport and Incidental Services	Airline Employees (CLC) Airline Flight Attendants (CLC) Machinists (AFL-CIO/CLC)
Railway Transport	Maintenance of Way (AFL-CIO/CLC) Railway Carmen (AFL-CIO/CLC) Railway Clerks (AFL-CIO/CLC) Railway, Transport and General Workers (CLC) United Transportation Union (AFL-CIO/CLC)
Water Transport and Incidental Services	I.L.A. (AFL-CIO/CLC) Longshoremen and Warehousemen (CLC) Merchant Service Guild (CLC) Railway, Transport and General Workers (CLC) Seafarers (AFL-CIO/CLC)
Truck Transport	Teamsters (Ind.)
Buses and Street Cars	Independent Local Organizations Public Service Employees' Fed. (CNTU) Transit Union (AFL-CIO/CLC)
Other Transport	Ontario Civil Service (Ind.)
Storage	Railway Clerks (AFL-CIO/CLC) Retail Wholesale Union (AFL-CIO/CLC) Saskatchewan Wheat Pool Employees (CLC)
Communications	Canadian Telephone Employees (Ind.) Letter Carriers (CLC) Postal Workers (CLC)
Electric Power, Gas and Water Utilities	C.U.P.E. (CLC) I.B.E.W. (AFL-CIO/CLC)
TRADE	Retail Clerks (AFL-CIO/CLC) Retail Wholesale Union (AFL-CIO/CLC)
FINANCE, INSURANCE AND REAL ESTATE	Commerce Fereration (CNTU) Office Employees (AFL-CIO/CLC)
COMMUNITY, BUSINESS AND PERSONAL SERVICES INDUSTRIES	
Education and Related Services	C.U.P.E. (CLC) Quebec Teachers' Corporation (Ind.)
Health and Welfare Services	C.U.P.E. (CLC) Independent Local Organizations Service Employees Fed. (CNTU) Service Employees Union (AFL-CIO/CLC)
Religious Organizations	Service Employees Union (AFL-CIO/CLC) Service Employees' Fed. (AFL-CIO/CLC)
Amusement and Recreation Services	Actors' Equity Association (AFL-CIO/CLC) Musicians (AFL-CIO/CLC)

TABLE 2—UNION REPRESENTATION WITHIN INDUSTRY GROUPS, 1972

INDUSTRY GROUP	UNIONS COMPRISING MORE THAN 10 PER CENT OF THE TOTAL REPORTED MEMBERSHIP IN INDUSTRY GROUP (in alphabetical order)
Services to Business Management	CLC Directly Chartered Locals Office Employees (AFL-CIO/CLC) Teamsters (Ind.)
Personal Services	Barbers Association (AFL-CIO/CLC) Barbers Federation (AFL-CIO/CLC) Laundry Workers (AFL-CIO/CLC)
Accommodation and Food Services	Hotel Employees (AFL-CIO/CLC)
Miscellaneous Services	Office Employees (AFL-CIO/CLC) Service Employees Union (AFL-CIO/CLC)
PUBLIC ADMINISTRATION AND DEFENCE	
Federal Administration	National Component-PSAC-(CLC) National Defence-PSAC-(CLC)
Provincial Administration	Alberta Civil Service (Ind.) B.C. Government Employees (CLC) Ontario Civil Service (Ind.) Quebec Government Employees (CNTU)
Local Administration	C.U.P.E. (CLC) Fire Fighters (AFL-CIO/CLC) Public Service Employees' Fed. (CNTU)

TABLE 3—UNION MEMBERSHIP BY PROVINCE, 1972

PROVINCE	NO. OF LOCALS	TOTAL MEMBERS	FEMALE MEMBERS
Newfoundland	178	32,141	2,618
Prince Edward Island	51	2,902	445
Nova Scotia	485	69,570	12,355
New Brunswick	473	60,462	13,061
Québec	2,855	736,515	222,225
Ontario	3,718	910,508	181,123
Manitoba	444	94,219	19,940
Saskatchewan	403	54,553	14,279
Alberta	627	127,956	29,353
British Columbia	1,067	295,912	54,120
Yukon and N.W.T.	37	3,389	354
TOTAL	10,338	2,388,127	549,873

TABLE 4—UNION MEMBERSHIP BY CANADA MANPOWER CENTRE AREA, 1972

CANADA MANPOWER CENTRE AREA	NO. OF LOCALS*	TOTAL MEMBERS	FEMALE MEMBERS
NEWFOUNDLAND			
Corner Brook	36	4,213	377
Grand Falls	36	7,831	618
Happy Valley	16	3,396	64
St. John's	97	17,311	1,655
PRINCE EDWARD ISLAND			
Charlottetown	45	2,293	395
Summerside	9	629	56
NOVA SCOTIA			
Amherst	24	1,451	252
Bridgewater	21	1,449	350
Dartmouth	32	4,108	566
Glace Bay	24	3,619	334
Halifax	152	33,786	6,745
Kentville	35	2,674	464
Liverpool	10	1,420	33
New Glasgow	47	4,839	740
North Sydney	19	1,780	234
Port Hawkesbury	15	1,495	104
Sydney	73	9,038	1,074
Truro	20	1,565	307
Yarmouth	30	3,090	1,168
NEW BRUNSWICK			
Bathurst	51	5,916	1,329
Campbellton	33	4,934	796
Edmunston	30	2,751	508
Fredericton	73	9,518	2,610
Moncton	104	11,741	1,925
Newcastle	35	4,572	448
Saint John	117	18,164	4,514
St. Stephen	22	1,147	668
Woodstock	18	1,367	324
QUEBEC			
Alma	33	3,876	568
Asbestos	11	2,627	161
Baie Comeau	47	7,844	729
Beauharnois	27	3,221	788
Buckingham	19	1,700	266
Cap aux Meules	1	41	13
Causapscal	8	390	141
Chandler	17	3,121	575
Chicoutimi	48	9,040	2,209
Cowansville	11	1,635	394
Dolbeau	26	1,267	180
Drummondville	47	7,999	2,920
Farnham	20	2,003	530
Forestville	5	155	2
Gaspé	14	1,806	605
Grand'Mère	1	25	—
Granby	56	5,372	1,617
Hull	70	12,650	3,990
Joliette	69	10,317	3,719
Jonquière	51	11,644	1,521
L'Assomption	4	599	48
La Malbaie	24	2,410	698
La Tuque	20	2,685	353
Lac Megantic	11	606	200

ABLE 4—UNION MEMBERSHIP BY CANADA MANPOWER CENTRE AREA, 1972

ANADA MANPOWER ENTRE AREA	NO. OF LOCALS*	TOTAL MEMBERS	FEMALE MEMBERS
Lachute	17	1,846	270
Laval	7	1,614	114
Levis	46	7,133	2,012
Louisville	8	247	123
Magog	14	1,989	338
Maniwaki	6	316	111
Matane	21	2,809	1,475
Mont Laurier	19	1,807	520
Montmagny	21	2,776	863
Montreal	835	364,945	110,562
New Richmond	10	3,568	2,003
Plessisville	14	2,800	663
Pointe Claire	12	1,326	438
Port Alfred	18	2,208	135
Quebec	285	101,906	33,628
Rimouski	45	6,718	2,025
Rivière du Loup	44	3,852	1,934
Roberval	32	4,626	1,694
Rouyn	54	9,703	3,209
Sept-Iles	30	6,029	1,580
Shawinigan	63	8,418	2,728
Sherbrooke	124	21,100	7,002
Sorel	53	9,723	1,451
St. Hyacinthe	57	6,854	2,388
St. Jean	90	10,942	3,028
St. Jérôme	40	6,178	3,277
Ste. Agathe des Monts	9	415	143
Ste. Thérèse	35	7,639	3,221
Thetford Mines	42	5,845	1,275
Trois Rivières	97	17,389	5,297
Val D'or	59	4,816	542
Valleyfield	35	4,977	1,317
Victoriaville	40	6,095	2,274
Ville St. George	33	4,178	2,186
NTARIO			
Arnprior	10	762	75
Barrie	42	5,248	1,062
Belleville	67	7,508	2,020
Bracebridge	20	1,190	352
Brampton	69	9,493	2,528
Brantford	70	10,777	2,092
Brockville	32	3,854	983
Carleton Place	8	333	106
Chatham	40	8,203	1,298
Cobourg	34	3,066	675
Collingwood	18	2,560	847
Cornwall	62	6,890	1,188
Elliot Lake	13	1,496	62
Fort Erie	19	1,105	133
Fort Frances	28	1,880	232
Fort William	12	2,694	43
Galt	70	8,124	2,223
Gananoque	11	979	173
Goderich	22	2,053	666
Guelph	73	8,005	2,197
Hamilton	233	67,039	11,168
Hawkesbury	9	794	94
Kapuskasing	24	2,872	191
Kenora	55	5,057	566
Kingston	72	13,263	2,890
Kirkland Lake	21	1,943	96
Kitchener	109	25,782	5,916
Leamington	16	1,659	530
Lindsay	26	1,702	596

TABLE 4—UNION MEMBERSHIP BY CANADA MANPOWER CENTRE AREA, 1972

CANADA MANPOWER CENTRE AREA	NO. OF LOCALS*	TOTAL MEMBERS	FEMALE MEMBERS
Listowel	8	359	12
London	151	31,613	7,905
Midland	23	2,948	1,108
Napanee	9	412	16
New Liskeard	15	1,300	217
Newmarket	25	2,360	736
Niagara Falls	46	5,404	768
North Bay	68	5,949	1,300
Oakville	29	8,506	972
Orillia	25	2,526	811
Oshawa	86	23,085	4,470
Ottawa	260	80,923	21,127
Owen Sound	36	3,533	1,110
Parry Sound	13	751	103
Pembroke	43	4,407	674
Perth	6	191	73
Peterborough	73	11,775	2,215
Picton	10	501	130
Port Arthur	118	22,639	3,076
Port Colborne	17	3,112	254
Prescott	21	2,336	876
Renfrew	15	914	379
Sarnia	56	11,046	914
Sault Ste. Marie	80	15,171	1,659
Simcoe	27	1,933	376
Smith Falls	29	3,146	1,110
St. Catharines	112	22,826	2,626
St. Thomas	53	7,904	1,401
Stratford	48	4,990	1,419
Sturgeon Falls	10	568	137
Sudbury	107	35,169	2,537
Tillsonburg	5	532	110
Timmins	55	6,839	608
Toronto	774	312,194	65,325
Trenton	33	3,130	696
Walkerton	15	3,654	1,735
Wallaceburg	11	2,090	803
Welland	48	10,316	1,495
Windsor	113	40,127	6,419
Woodstock	40	5,505	1,685
MANITOBA			
Brandon	45	4,551	1,287
Dauphin	21	1,114	121
Flin Flon	17	3,250	231
Morden	5	274	45
Portage la Prairie	18	2,028	469
Selkirk	31	2,946	507
Steinbach	3	339	20
The Pas	34	6,289	490
Winnipeg	288	73,509	16,726
SASKATCHEWAN			
Estevan	14	404	109
Lloydminster	8	167	112
Melfort	2	31	2
Moose Jaw	39	5,199	1,705
North Battleford	21	1,635	573
Prince Albert	48	5,132	987
Regina	112	20,650	5,097
Saskatoon	116	16,734	4,314
Swift Current	12	1,006	414
Weyburn	12	1,249	471
Yorkton	31	2,063	518

ABLE 4—UNION MEMBERSHIP BY CANADA MANPOWER CENTRE AREA, 1972

CANADA MANPOWER CENTRE AREA	NO. OF LOCALS*	TOTAL MEMBERS	FEMALE MEMBERS
ALBERTA			
Blairmore	10	1,449	202
Calgary	172	41,546	8,392
Drumheller	21	1,212	170
Edmonton	242	65,371	15,678
Edson	25	2,594	634
Fort McMurray	3	169	65
Grande Prairie	16	1,476	263
Lethbridge	58	5,032	1,239
Medicine Hat	40	3,525	810
Peace River	20	1,095	309
Red Deer	45	4,972	1,821
St. Paul	3	72	12
Stettler	6	77	25
BRITISH COLUMBIA			
Abbotsford	28	1,624	522
Campbell River	27	3,217	320
Chilliwack	28	3,334	422
Courtenay	19	2,171	398
Cranbrook	43	5,421	407
Dawson Creek	11	1,137	87
Fort St. John	9	347	72
Kamloops	58	6,913	943
Kelowna	21	2,474	664
Nanaimo	44	9,554	1,113
Nelson	28	2,855	185
Penticton	34	4,023	1,563
Port Alberni	18	6,862	314
Powell River	14	485	154
Prince George	50	5,279	825
Prince Rupert	40	3,471	671
Quesnel	11	980	138
Terrace	42	4,924	319
Trail	27	4,936	241
Vancouver	416	193,410	39,936
Vernon	45	4,025	547
Victoria	128	23,083	4,609
Williams Lake	19	3,807	134
YUKON			
Whitehorse	23	1,801	205
NORTHWEST TERRITORIES			
Inuvik	3	112	49
Yellowknife	14	1,546	103

*Non additive: See introductory comments.

PRICES AND EMPLOYMENT

CONSUMER, APRIL

The consumer price index (1961=100) rose 0.7 per cent to 161.9 in April from 160.8 in March and was 9.9 per cent above its level of a year ago; all major components registered increases. The food index advanced 0.1 per cent, while the price level of all items other than food increased 0.9 per cent. Increases of 0.9 per cent in the clothing index, 1.2 per cent in the transportation index and 0.4 per cent in the housing index were mainly responsible for the latest month's advance. The index for recreation, education and reading rose 1.5 per cent, and that for health and personal care, 2.0 per cent. The tobacco and alcohol component advanced 1.6 per cent.

The food index increased 0.1 per cent to 180.8 in April from 180.5 in March. The latest advance was attributable to a rise of 1.8 per cent in the price of food consumed away from home; the index for food consumed at home decreased 0.2 per cent because of marked declines in beef and pork prices that offset increases in most of the other major components. In several centres there were increases for fresh milk, butter, bread, dairy, cereal and bakery products indexes. The cereal and bakery products index was more than 26 per cent above its level of April 1973; egg prices also recorded an increase of more than 26 per cent in the past year. Margarine prices advanced 11.6 per cent in the latest month—58 per cent above their level of a year ago. In the latest month, mixed movements were registered for fresh produce; fresh fruit prices rose, on average, 0.4 per cent, and fresh vegetable prices declined 1.6 per cent as decreases for lettuce, cabbage, onions and other items offset a further price increase of 5 per cent in the price of potatoes. There was an advance of 2.0 per cent in the price of processed fruit, and of 2.9 per cent for processed vegetables—both were retailing more than 18 per cent above their levels of a year earlier. Soft drinks and other beverages, as well as frozen and convenience foods, advanced price between March and April. contrast, the level of beef prices April was 6.9 per cent below that a month earlier, and pork pric declined, on average 7.2 per ce over the same period. Poul quotations rose 1.5 per cent, a were 22.5 per cent higher than year ago. While beef prices we 11.0 per cent higher than in Ap 1973, pork prices were, on avera 2.8 per cent below their level of t previous year. Prices of sug related products, such as chocol bars and jam, recorded increases the latest month, but the price sugar itself declined 4.4 per cent register its first decrease sin October. Between April 1973 a April 1974, the food index rose 1 per cent; the food consumed home index rose 15.2 per cent, a that for food consumed away fr home, 18.6 per cent.

The housing index increased (per cent to 161.4 in April from 16 in March because of increases both the shelter and the household operation components. With shelter, the home-ownersh element rose 0.7 per cent becau of increases in the indexes for n houses, mortgage interest a repairs; rents advanced 0.2 p cent. In the household operati component, electricity rat increased in Winnipeg and seve small Ontario cities; fuel oil pric declined in Vancouver. Amo home furnishing items, furnitu floor coverings, linens, and utens rose in price. Household supp items advanced 1.2 per ce mainly because of price increas for toilet paper, food wrap a garbage bags. The housing ind rose 7.5 per cent from its April 19 level.

The clothing index advanced 0.9 per cent to 149.5 in April from 148.1 in March, and was 9.6 per cent above its level of a year ago. Increases were recorded in most of the items surveyed as the index continued to reflect, in part, higher prices for materials used in clothing. There were increases of 1.2 per cent in the men's wear component, 0 per cent in the women's wear index, and 1.8 per cent in the price of children's wear—all significant contributors to the increase in the overall clothing index. Footwear prices rose, on average, 0.7 per cent, and increases for wool, cotton and synthetic fabrics were responsible for an increase of 1.4 per cent in the piece goods index.

The transportation index advanced 2 per cent to 145.9 in April from 14.2 in March as increases were recorded in the private and public transportation components. Within the private transportation component, the automobile operation and maintenance element advanced 1.4 per cent as most items surveyed, including repairs, tires and batteries, recorded increases. Gasoline prices declined 8 per cent, mainly because of the lowering of provincial gasoline taxes in Alberta. New car prices advanced slightly by 0.3 per cent. The public transportation component advanced mainly because of higher international air fares and also because of an increase in the train fares index. Taxi fares advanced in some centres including Halifax and Regina. The transportation index rose 9.0 per cent.

The health and personal care index rose 2.0 per cent to 166.8 in April from 163.5 in March because of an increase of 3.8 per cent in the health care component and of 1.0 per cent in the personal care components. Within health care, dentists' fees rose in most cities and the index for pharmaceuticals increased in both prescribed and non-prescribed drugs. Among items of personal care, toiletry prices rose, on average, 1.7 per cent, and men's haircut charges increased in Vancouver and Victoria. The health and personal care index was 8.2 per cent higher than in April 1973.

The recreation, education and reading index advanced 1.5 per cent to 152.9 in April from 150.6 in March because of increases in the recreation and reading components. The recreation element rose 1.7 per cent, mainly because of advances in hotel and motel rates in most major centres and widespread increases in prices for boats and motors. There was a rise of 2.2 per cent in the reading index as a result of higher newspaper subscription rates in some cities, including St. John's, Halifax, and Montreal. Between April 1973 and April 1974, the recreation, education and reading index advanced 6.9 per cent.

The tobacco and alcohol index advanced 1.6 per cent to 141.5 in April from 139.3 in March in response to higher cigarette and tobacco prices. Since April 1973, the tobacco and alcohol index rose 4.2 per cent.

Consumer price movements, reclassified by goods and services, give another view of the incidence of price change. Between March and April, the total goods index advanced 0.6 per cent, with the largest increase being recorded for semi-durable goods that rose 1.3 per cent mainly because of higher prices for clothing. The index for non-durable goods increased 0.5 per cent because of higher prices for newspapers, cigarettes and tobacco. The component for durable goods advanced 0.6 per cent, mainly because of higher furniture and automobile prices.

CITY CONSUMER, APRIL

Consumer price indexes advanced in April in all regional cities and city-combinations, with increases ranging from 0.4 per cent in Québec City to 1.3 per cent in Thunder Bay. Food indexes rose in 10 cities and declined in Montreal and Québec City. Quotations were higher for most items of home-consumed foodstuffs and restaurant foods—lower prices were recorded in most centres for meats and fresh vegetables. Housing components rose in all cities, reflecting increased shelter costs and higher quotations for furniture, linens, draperies and household supplies. Clothing indexes increased in all centres with higher prices for most items of apparel, including footwear. Transportation indexes rose in all cities and city-combinations surveyed, reflecting increased automobile prices and operating costs and higher international air fares. Higher prices were registered for new cars, motor oil, tires, batteries and automobile repairs. Health and personal care components advanced in all cities in response to increased dentists' fees and higher prices for personal care supplies. Recreation, education and reading indexes rose in all cities as hotel and motel rates advanced and prices increased for boats and motors. Newspaper subscription rates were higher in several eastern centres. Tobacco and alcohol components rose in all centres surveyed, with increased prices for cigarettes and cigarette tobacco.

CITY CONSUMER, MARCH

Between February and March, consumer price indexes rose in all regional cities and city-combinations, with increases ranging from 0.3 per cent in Saint John, N.B., to 1.3 per cent in St. John's, Nfld., and in Winnipeg. Food indexes rose in all cities, reflecting increased prices for most items of food consumed at home and away from home; lower prices were registered in most centres for beef and pork cuts. Housing components advanced in all cities, reflecting increased shelter costs, and prices were higher also for furniture, appliances (including repairs), floor coverings, linens, draperies and household supplies. Clothing indexes rose in all cities and city-combinations except in Saint John, N.B., prices advancing for most items of apparel including footwear. Increased costs were recorded in laundry, dry cleaning and shoe repairs. Transportation components advanced in all cities except Vancouver, reflecting higher prices for new cars and increased plane fares for domestic flights. Recreation, education and reading indexes rose in 11 cities and city-combinations because of higher prices for stereo combinations, television sets (including repairs) and phonograph records. Tobacco and alcohol components rose in ten cities because of higher prices for cigarettes and cigars, and in some centres for beer consumed in licensed premises. The health and personal care indexes registered mixed movements across the country.

EMPLOYMENT, APRIL

On a seasonally adjusted basis, estimated employment advanced to 9,090,000 in April from 9,060,000 in March; unemployment declined to 508,000 from 514,000—giving an unemployment rate of 5.3 per cent compared with 5.4 per cent in March. In April 1973, there were 8,700,000 persons employed and 509,000 unemployed for a rate of 5.5 per cent. The total labour force was estimated at 9,590,000 in April compared with 9,570,000 in March. The participation rate—the percentage of the population counted in the workforce—advanced to 58.4 per cent from a level of 58.3 per cent, which had been maintained through February and March. The adjusted employment level for full-time male employees declined slightly (3,000) in April from March, but there was a substantial increase of 22,000 in the level for full-time female employees. Regionally, the adjusted unemployment r decreased for the Atlantic ar Ontario and the Prairies, a increased slightly in Québec a British Columbia. In the Atlar region, the rate was 9.2 per c compared with 9.3 per cent March. In Québec, the r increased to 7.4 per cent from per cent, and in British Columbi 5.7 per cent from 5.5 per cent Ontario it declined to 3.6 per c from 4.2 per cent; and in the Pra region to 2.9 per cent from 3.0 cent. Without adjustment, th were an estimated 8,870,(persons employed and 568,(unemployed in April, for unemployment rate of 6.0 per c In March, there were 8,730,(persons employed and 570,(unemployed for a rate of 6.3 cent.

RAILWAY ARBITRATION

Si cases were heard in February ar April by the Railway Office of Arbitration. Two were allowed, one was allowed in part, one was subject to further discussion, and two were dismissed.

Case No. 434. Dispute between Quebec North Shore and Labrador Railway and United Transportation Union over a claim concerning vacation pay on termination of employment.

When the grievor was dismissed at the end of 1972, his vacation pay was estimated at the rate of 8.59 per cent of his 1971 gross earnings. A further payment was made for vacation pay accrued in 1972. If he had not been discharged, he would have taken his vacation in 1973, and his vacation pay would have been calculated on the basis of his 1972 gross earnings.

The company contended that the collective agreement makes no provision for vacation pay for the year in which an employee is dismissed, and that if the matter is not covered by the collective agreement, the arbitrator has no jurisdiction to make an award. The company made payment at the rate of 4 per cent of the employee's 1972 gross earnings in accordance with the Canada Labour Code.

The union contended that the grievor was entitled to vacation pay calculated at 8.59 per cent of his 1972 gross earnings.

"The silence of the collective agreement with respect to the termination of employees with a year's continuous service or more," the arbitrator said, "does not suggest that they were intended to receive nothing pursuant to the collective agreement. The collective agreement quite clearly provides for the payment of vacation pay generally, and in particular to employees having more than one year of continuous service."

The length of the vacation and the amount of vacation pay is a function of the length of time worked, the rate of pay, and the length of service. The grievor's right to vacation pay was earned throughout the time he was working in 1972, even though he did not work for the whole year. The claim was therefore allowed.

Case No. 435. Dispute between the Québec North Shore and the United Transportation Union over calculation of the cost of living allowance.

The union claimed that the terms describing eligibility for COLA payment for the United Transportation Union tended to be more appropriate to hourly-paid employees than to those paid on a mileage basis. The company contended that the method was in accordance with the agreement and the principles of the COLA Appendix.

The arbitrator thought that the provision was fairly straightforward in the case of most hourly-rated employees in industrial situations. Difficulties arose when it was applied to railroad operating employees, whose work schedules and methods of payment differed substantially from other employees.

There are certain types of work in which trainmen are entitled to extra allowances—expressed in terms of miles but convertible into hours—that would increase their actual earnings for on-duty time. The union acknowledged that this would not be considered in determining the COLA rate. But they wanted the hourly equivalent of layover pay and of guarantees to be considered as "hours actually worked."

The arbitrator agreed that hours paid to trainmen should be considered equivalent to "hours actually worked" by hourly-rated employees. He believed that it would be more difficult, however, to consider the matter of payment for a guarantee. The guarantee is not, like a layover claim, related to any specific time when an employee is on duty, and guarantee provisions were not included in the COLA provisions for hourly-rated employees.

"For these reasons, it is my conclusion that the COLA payment should reflect the hours or hour-equivalents paid pursuant to layover, 'held away' or similar clauses," he said. "To this extent the company will be required to revise its method of calculations of the COLA."

Further questions concerning payments or hour equivalents, he said, had to be either resolved between the parties, or brought to arbitration, before the award could be completed.

Case No. 436. Dispute between the Canadian National Railway Company and the Canadian Brotherhood of Railway, Transport and General Workers over payment of wages and travelling expenses to an employee undergoing periodic medical examination.

An assistant steward was instructed to undergo periodic medical examination. He subsequently obtained the medical, and submitted a claim for one day's pay plus mileage and travelling expenses between his home and the nearest city medical centre. The company offered two hours' pay at time and one-half to compensate for the time it took for the examination, but the union did not consider this adequate, and claimed that the agreement had been violated.

The arbitrator sided with the union in this case. He said that since it was a condition of employment to undergo a medical examination, the grievor was under the direction and control of the company. He spent time on a matter relating to his work, and therefore should be reimbursed.

The arbitrator suggested that a claim for a regular day's pay at straight-time rates would be a reasonable estimate, but that if the company required a detailed claim, it was entitled to it. The grievance was therefore allowed.

Case No. 437. Dispute between the Canadian Pacific Express Limited and the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees over whether an employee should have been paid for a general holiday.

An article of the Working Agreement states that, in order to be paid for a general holiday, employees "must be entitled to wages for at least 12 shifts or tours of duty during the 30 calendar days immediately preceding the general holiday." The union contended that under this provision the grievor was eligible for holiday pay. The company contended that, because the employee left work in mid-shift to participate in a rotating strike, he did not complete two of the required 12 shifts and was therefore not eligible for general holiday pay. The arbitrator thought that special consideration might possibly be warranted if an employee were prevented by illness or other good cause from completing his shift. In this particular case, however, the grievor by his own actions twice prevented himself from working a full shift, and therefore could not be considered eligible for general holiday pay. The grievance was therefore dismissed.

Case No. 438. Dispute between the Canadian National Railway Company and the Brotherhood of Maintenance of Way Employees over the union's claim that the company did not reimburse an employee for meals during a work period spent away from home base.

The grievor was the successful applicant for a bulletined job that was to have been of four weeks duration, but which lasted about two months. During that time he was part of a working unit that was supplied with room and board.

One of the articles of the agreement states: "Operators and helpers when assigned to a gang with a regular boarding outfit will not be allowed expenses while working in such a gang."

Since he was part of a "regular boarding outfit," he could not be expected to be paid for meals when the company supplied them free of charge. The grievance w therefore dismissed.

Case No. 439. Dispute between t Canadian National Railw Company and the United Trai portation Union over a discipl given to a brakeman for violati of a rule.

On the day in question, t grievor's train passed a stop sig that was clearly visible and h along with two other members the crew, was suspended for months.

The union believed there was n sufficient proof of the violati and that the discipline was mu too harsh, but the compa refused to reduce the suspensio

The arbitrator stated there could no doubt that discipline was call for. He concluded from evider submitted that the signal w clearly visible, and failure to ob such a signal is a serious offen The only question was the exte of an appropriate penalty. "Wh there is no doubt of the seriousn of the offence or the grievo responsibility, it may be noted th it did not occur in the context any other misconduct," he sa "There is no evidence of any p misconduct on the grievor's p which would call for more serio discipline than that consider appropriate for the offence."

Conceding that the matter was difficult one, he believed th when the offence is balanc against the grievor's clear reco and the penalties imposed in oth cases, it is evident that a shor suspension is a more reasonal disciplinary action. The grievan was therefore allowed in part. was awarded that it be shown the grievor's record that t suspension was reduced from months to 60 days, and that he compensated for loss of earnin for the remainder of his suspe sion.

CONCILIATION

During April the Minister of Labour appointed conciliation officers to deal with the following disputes:

C Gagne Transport Ltée, Ville Vanier, Qué., and Le Syndicat National des Employés de l'alimentation en gros de Québec (Conciliation Officer: S. T. Payne).

Central Mortgage and Housing Corporation (Benny Farm Project), Montréal, Qué., and International Union of District 50, Allied and Technical Workers of the United States and Canada, Local 13946 (Conciliation Officer: M. Archambault).

Pacific Western Airlines Ltd., Vancouver, B.C., and Canadian Air Line Flight Attendants' Association (Conciliation Officer: D. H. Cameron).

Wardair Canada Limited, Edmonton, Alta., and Canadian Air Line Flight Attendants' Association (Conciliation Officer: D. H. Cameron).

Bekins Moving and Storage Company Limited, Vancouver, B.C., and General Truck Drivers and Helpers, Local 31 (representing a unit of office employees) (Conciliation Officer: A. A. Franklin).

Queensway Tank Lines Limited, Chesterville, Ont., and Teamsters, Chauffeurs, Warehousemen and Helpers, Local 91 (Conciliation Officer: K. Hulse).

Canadian Pacific Limited (M.V. "Princess of Acadia" - Bay of Fundy Service), Saint John, N.B., and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: C. A. Ogden).

Canadian Auto Carriers Ltd., St. Boniface, Man., and Thunder Bay, Ont., and General Drivers, Warehousemen and Helpers, Local 979, Chauffeurs, Teamsters, Warehousemen & Helpers, Local 990 (Conciliation Officer: A. E. Koppel).

National Harbours Board (Port Colborne Elevator), Port Colborne, Ont., and United Steelworkers of America (Conciliation Officer: K. Hulse).

SMT (Eastern) Limited, Saint John, N.B., and Amalgamated Transit Union, Local 1229 (representing a unit of maintenance employees) (Conciliation Officer: R. L. Kervin).

SMT (Eastern) Limited, Saint John, N.B., and Amalgamated Transit Union, Local 1229 (representing a unit of drivers) (Conciliation Officer: R. L. Kervin).

Canadian Lake Carriers' Association, Montréal, Qué., and Canadian Marine Officers' Union (Conciliation Officer: S. T. Payne).

Settlements by conciliation officers. Voyageur Colonial Limited, Ottawa, Ont., and Canadian Brotherhood of Railway, Transport and General Workers (representing a unit of drivers, ticket clerks and baggage room employees) (Conciliation Officer: G. R. Doucet) (LG, June, p.443).

Pacific Western Airlines Ltd., and Canadian Air Line Employees' Association (representing a unit of traffic and reservation agents, teletype operators and station attendants) (Conciliation Officer: D. H. Cameron) (LG, June, p.443).

Montréal City and District Savings Bank, Montréal, Qué., and le Syndicat des employés de la Banque d'Epargne de la Cité et du District de Montréal (Conciliation Officer: G. R. Doucet) (LG, May, p. 382).

Trailways (Travelways) Canada Limited, Thornhill, Ont., and Canadian Brotherhood of Railway, Transport and General Workers (representing a unit of full-time bus drivers) (Conciliation Officer: H. A. Fisher) (LG, May, p. 382).

Disputes in which there was no further conciliatory action under Canada Labour Code (Part V—Industrial Relations). Robin Hood Multifoods Limited, Port Colborne, Ont., and Canadian Food and Allied Workers, Local P416 (representing a unit of plant employees) (Conciliation Officer: H. A. Fisher) (LG, May, p. 382).

Robin Hood Multifoods Limited, Port Colborne, Ont., and Canadian Food and Allied Workers, Local P416 (representing a unit of office employees) (Conciliation Officer: H. A. Fisher) (LG, May, p. 382).

Conciliation commissioner appointments. Northern Telephone Limited, New Liskeard, Ont., and Communications Workers of Canada (representing a unit of office, plant, installation and maintenance employees) (Conciliation Commissioner: Thomas C. O'Connor) (LG, June, p. 443).

Canada Catering Co. Limited, Gander, Nfld., and Retail, Wholesale and Department Store Union, Local 1060 (representing a unit of kitchen and service employees at Gander International Airport) (Conciliation Commissioner: R. Hattenhauer) (LG, May, p. 382).

Northland Navigation Company Limited, Vancouver, B.C., and Seafarers' International Union of Canada (Conciliation Commissioner: Prof. Joseph C. Smith) (LG, May, p. 383).

Northland Shipping (1962) Co. Ltd., Vancouver, B.C., and Canadian Brotherhood of Railway, Transport and General Workers (representing a unit of unlicensed personnel) (Conciliation Commissioner: Prof. Joseph C. Smith) (LG, April, p. 304).

Conciliation commissioner reports received. United Air Lines, Vancouver, B.C., and International Association of Machinists and Aerospace Workers (representing a unit of employees classified as ticket sales, customer service and air freight agents) (Conciliation Commissioner: Hugh G. Ladner) (LG, June, p. 444).

Alberta Wheat Pool; Pacific Elevators Limited; United Grain Growers Limited; Burrard Terminals Limited and Saskatchewan Wheat Pool and Grain Workers' Union, Local 333, International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America (Conciliation Commissioner: Dr. Neil Perry) (LG, May, p. 383).

British Yukon Navigation Company Ltd., Vancouver, B.C., and Canadian Merchant Service Guild (Conciliation Commissioner: Louis Lindholm) (LG, March, p. 222).

Strike action following conciliati commissioner procedure. Brit Yukon Navigation Company L Vancouver, B.C., and Canadi Merchant Service Guild (Conc ation Commissioner: Lou Lindholm) (strike commenc April 18, 1974) (see above).

Appointment of mediator und Sec. 195 of the Canada Labo Code. National Harbours Boa Montreal Harbour and Unit Transportation Union, Local 1 (representing a unit of employ classified as yardmasters, y foremen and yardmen, locomot engineers, locomotive helpers a hostlers) (Mediator: M. K. Carso

Strike action following appoi ment of Mediator under Sec. 195 the Canada Labour Code. Ca dian Lake Carriers Associati Montréal, Qué. (representi certain member shipping com nies) and Seafarers' Internatio Union of Canada (stri commenced March 16 and term ated April 1, 1974 with the med tion assistance of the Honoura John Munro, W. P. Kelly, G. Doucet and S. T. Payne) (LG, Ju p. 444).

LABOUR STATISTICS

Principal Items	Date	Amount	Percentage Change from Previous Month	Percentage Change from Previous Year
		(in thousands)		
TOTAL CIVILIAN LABOUR FORCE*				
Week ended April 20, 1974		9,441	+ 1.2	+ 3.8
Employed	April	8,873	+ 1.6	+ 4.0
Agriculture	"	465	+ 9.7	− 0.6
Non-agriculture	"	8,409	+ 1.2	+ 4.3
Paid workers		7,846	+ 1.3	+ 4.3
At work 35 hours or more	"	6,129	−10.9	+ 75.3
At work less than 35 hours	"	2,312	+57.1	− 50.3
Employed but not at work	"	432	+13.1	+ 13.7
Unemployed	"	568	− 5.2	− 0.4
Atlantic	"	90	−	+ 12.5
Québec	"	216	− 0.9	+ 7.5
Ontario	"	150	−13.8	− 4.5
Prairie	"	50	−10.7	− 20.6
British Columbia	"	62	+ 1.6	− 10.1
Without work and seeking work	"	525	− 5.4	− 2.6
On temporary layoff up to 30 days	"	43	− 2.3	+ 43.3
INDUSTRIAL EMPLOYMENT (1961 = 100)†	January	137.9	− 0.5	+ 7.2
Manufacturing employment (1961 = 100)†	"	131.1	+ 0.3	+ 6.1
IMMIGRATION	Calendar year 1973	184,200	−	−
Destined to the labour force	Calendar year 1973	92,228	−	−
STRIKES AND LOCKOUTS				
Strikes and lockouts	March	132	+10.9	+ 28.2
No. of workers involved	"	48,619	+12.0	+115.1
Duration in man days	"	436,610	+ 0.9	+ 92.3
EARNINGS AND INCOME				
Average weekly wages and salaries (ind. comp.)†	January	166.23	+ 2.7	+ 7.0
Average hourly earnings (mfg.)†	"	405	+ 0.2	+ 9.2
Average weekly hours paid†	"	39.5	+ 3.9	− 1.3
Consumer price index (1961 = 100)	March	160.8	+ 1.0	+ 10.4
Index numbers of weekly wages in 1961 dollars (1961 = 100)‡	January	134.7	+ 3.0	− 2.0
Total labour income (millions of dollars)†	March	5,828.8	+ 2.4	+ 14.3
INDUSTRIAL PRODUCTION†				
Total (average 1961 = 100)	March	224.3	+ 0.1	+ 4.9
Manufacturing	"	222.5	+ 0.3	+ 5.0
Durables	"	255.6	− 0.2	+ 2.6
Non-durables	"	196.3	+ 0.8	+ 7.6
NEW RESIDENTIAL CONSTRUCTION**				
Starts	March	35,826	−	+ 7.4
Completions	"	44,600	−	+ 8.8
Under construction	"	164,786	−	+ 6.2

Estimates of the labour force, the employed and the unemployed, are from The Labour Force, a monthly publication of Statistics Canada, which, in addition, contains the characteristics of the labour force, together with definitions and explanatory notes.
Advance data.
Preliminary.
Centres of 10,000 population or more.

STRIKES AND LOCKOUTS

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Departmen of Labour on the basis of reports from the Canada Manpower Division, Department of Manpower and Immigration. The first thre tables in this section cover strikes and lockouts that amount to 10 or more man-days. The number of workers involved include all workers reported on strike or lockout whether or not they all belonged to the union directly involved in the disputes leadin to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included.

STRIKES AND LOCKOUTS, 1969-1974

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Yea: Strikes and Lockouts	Workers Involved	Duration in Man-Day: Man-Days	Per Cent o Estimate Workin Tim
1969	566	595	306,799	7,751,880	0.4
1970	503	542	261,706	6,539,560	0.3
1971	547	569	239,631	2,866,590	0.1
1972	556	598	706,474	7,753,530	0.4
*1973	666	712	349,866	5,705,090	0.3
†1973—March	55	103	22,603	227,090	0.1
April	66	116	23,986	236,520	0.1
May	75	139	43,327	523,920	0.3
June	63	139	51,372	679,210	0.4
July	65	137	74,456	583,940	0.3
August	83	167	106,542	1,246,570	0.6
September	57	164	112,137	699,660	0.4
October	51	144	45,391	491,390	0.2
November	40	112	46,177	362,450	0.2
December	19	85	62,315	312,140	0.2
*1974—January	46	99	24,550	285,020	0.1
February	55	119	43,411	432,870	0.2
March	65	132	48,619	436,610	0.2

*Preliminary. †Revised.

STRIKES AND LOCKOUTS, MARCH 1974, BY INDUSTRY (PRELIMINARY)

Industry	In effect during month: Number Beginning During Month	Strikes and Lockouts	Workers Involved	Man-Days
Fishing and Trapping	—	1	3,500	38,500
Forestry	—	—	—	—
Mines	1	2	2,109	29,000
Manufacturing	37	75	25,821	282,650
Construction	1	4	1,311	9,510
Transpn. & utilities	8	11	2,743	25,440
Trade	5	12	604	8,540
Finance	2	2	26	210
Service	4	15	8,585	27,000
Public administration	7	10	3,920	15,760
ALL INDUSTRIES	65	132	48,619	436,610

STRIKES AND LOCKOUTS, MARCH 1974, BY JURISDICTION (PRELIMINARY)

Jurisdiction	In effect during month: Number Beginning During Month	Strikes and Lockouts	Workers Involved	Ma Da
Newfoundland	—	1	60	2
Prince Edward Island	—	—	—	
Nova Scotia	1	1	323	3,5
New Brunswick	3	4	7,733	14,6
Quebec	13	41	9,311	120,4
Ontario	27	46	16,409	182,4
Manitoba	3	6	764	15,3
Saskatchewan	2	3	3,319	5,4
Alberta	2	4	804	11,7
British Columbia	11	22	8,435	77,0
Federal	3	4	1,461	5,6
ALL JURISDICTIONS	65	132	48,619	436,6

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, MARCH 1974 (PRELIMINARY)

Industry Employer Location	Union	Workers Involved	Duration in Man-Days March	 Accumulated	Starting Date Termination Date	Major Issues Result
Fishing and Trapping						
Fisheries Association of B.C., Various locations, B.C.	United Fishermen & Native Bro. of B.C. (CLC)	3,500	38,500	66,500	Feb. 10 Mar. 17	Wages—Settlement reached by mutual agreement of parties.
Mines						
METAL						
Brunswick Mining and Smelting Ltd., Bathurst, N.B.	Steelworkers Loc. 5385 (AFL-CIO/CLC)	1,000	5,710	5,710	Mar. 18 Mar. 26	Delay in renegotiations—Negotiations resumed; return of workers.
MINERAL FUELS						
Union Gas Limited, various locations, Southwestern Ont.	Oil Workers Locs. 9-810 & 798 Chemical Workers Loc. 683 (AFL-CIO/CLC)	1,109	23,290	41,590	Feb. 6 —	Wages, pensions, vacations—
Manufacturing						
FOOD AND BEVERAGES						
Black Diamond Cheese (Brooke Bond Foods Ltd.), Cannifton, Ont.	Food Workers Loc. P-688 (AFL-CIO/CLC)	200	1,000	1,000	Mar. 25 —	Wages—
RUBBER						
Firestone Tire & Rubber Co. Ltd., Hamilton, Ont.	Rubber Workers Loc. 133 (AFL-CIO/CLC)	1,200	25,200	26,400	Feb. 28 —	Wages and fringe benefits—
TEXTILES						
J. & P. Coats (Canada) Ltd., Montréal, Qué.	Centrale des syndicats démocratiques	250	5,250	14,000	Jan. 11 —	Wages—
Grand'Mère Mills, Dufresne Yarns and Krinklon Dyrite Ltd., Grand'Mère, Qué.	United Textile Workers Loc. 359 (AFL-CIO/CLC)	327	5,230	6,870	Feb. 22 Mar. 25	Wages—Wage increase in 35 month contract.
CLOTHING						
Utex Corp. and Rubin Bros. (Clothiers) Ltd., Victoriaville, Qué.	Syndicat National du Vêtement (CSD)	1,065	1,070	1,070	Mar. 7 Mar. 8	Wages, fringe benefits—Return to work after study session.

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, MARCH 1974 (PRELIMINARY) (CONT.)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-Days: March	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
WOOD						
Canadian Forest Products, Huntting-Merritt, B.C.	Woodworkers Loc. 1-427 (AFL-CIO/CLC)	200	4,200	77,800	Sep. 13/72 –	Protest against the suspensior fellow workers for alleg slowdown–
Dashwood Industries Ltd., Centralia & Mt. Brydges, Ont.	Carpenters Loc. 3054 (AFL-CIO/CLC)	201	3,220	5,230	Feb. 15 Mar. 25	Cost of living bonus–Sett through mediation.
FURNITURE & FIXTURES						
Matelas Suprême Inc., Saint-Narcisse, Qué.	Building and Wood Workers Federation (CNTU)	110	2,310	6,490	Jan. 8 –	Wages and working condition
Victoriaville Specialties Co. Ltd., Victoriaville, Qué.	Upholsterers Loc. 573 (AFL-CIO/CLC)	130	130	130	Mar. 12 Mar. 13	Wages–Settled by mutual agr ment.
PAPER						
Dennison Mfg. Co. of Canada Ltd., Drummondville, Qué.	Pulp & Paper Workers Federation (CNTU)	198	4,160	7,920	Feb. 4 –	Wages and fringe benefits–
MacMillan Bloedel Ltd., Port Alberni, B.C.	United Paperworkers Loc. 592 (AFL-CIO/CLC)	800	3,700	3,700	Mar. 14 Mar. 21	Reopening of contract for w revision–Not reported.
PRIMARY METALS						
Doehler Canada, Guelph, Ont.	U.E., Loc. 553 (CLC)	144	3,020	7,200	Jan. 20 –	Wages, term of contract–
Cominco Ltd., Trail, B.C.	Steelworkers Loc. 480 (AFL-CIO/CLC)	2,700	10,010	10,010	Mar. 7 Mar. 18	Jurisdiction dispute–Return work pending mediation.
METAL FABRICATING						
Greening-Donald Ltd., Orangeville, Ont.	Steelworkers Loc. 6266 (AFL-CIO/CLC)	100	2,100	10,300	Nov. 2/73 –	Not reported–
Neptune Meters Ltd., Toronto, Ont.	Steelworkers Loc. 3813 (AFL-CIO/CLC)	185	1,850	1,850	Mar. 18 –	Wages, fringe benefits–
Horton Steel Works Ltd., Fort Erie, Ont.	Steelworkers Loc. 3598 (AFL-CIO/CLC)	124	1,240	1,240	Mar. 18 –	Not reported–
Rockwell International, Windsor, Ont.	Auto Workers Loc. 195 (CLC)	200	1,600	1,600	Mar. –	Wages

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, MARCH 1974 (PRELIMINARY) (CONT.)

Industry Employer Location	Union	Workers Involved	Duration in Man-Days March	 Accumulated	Starting Date Termination Date	Major Issues Result
Pirelli Cables Ltd., Guelph, Ont.	Steelworkers Locs. 3021 & 6495 (AFL-CIO/CLC)	280	280	280	Mar. 20 Mar. 21	Grievance—Not reported.
Crane Canada Ltd., Stratford, Ont.	Machinists Loc. 1550 (AFL-CIO/CLC)	185	650	650	Mar. 26 Mar. 31	Wages, fringe benefits—Return to work pending negotiations.
Columbus McKinnon Ltd., St. Catharines, Ont.	Auto Workers Loc. 199 (CLC)	100	150	150	Mar. 27 Mar. 29	Suspension of some employees refusing to do inventory—Dispute settled.
MACHINERY						
S.K.F. Canadian Co. Ltd., Scarborough, Ont.	Machinists Loc. 901 (AFL-CIO/CLC)	656	11,150	17,710	Feb. 15 Mar. 20	Wages and fringe benefits—Settled by conciliation.
Howden & Parsons Ltd., Scarborough, Ont.	Boilermakers Loc. 637 (AFL-CIO/CLC)	220	4,620	6,600	Feb. 16 —	Wages and fringe benefits—
Tecumseh Products of Canada Ltd., London, Ont.	Auto Workers Loc. 27 (CLC)	125	2,630	3,440	Feb. 20 —	Wages and fringe benefits—
Carrier Air Conditioning Limited, Bramalea, Ont.	Sheet Metal Workers Loc. 575 (AFL-CIO/CLC)	153	3,210	3,750	Feb. 25 —	Wages and fringe benefits—
Co-operative Implements Limited, Transcona, Man.	Steelworkers Loc. 3960 (AFL-CIO/CLC)	481	9,620	9,620	Mar. 4 —	Wages, cost-of-living formula, job reclassification, other fringe benefits—
Bata Shoe Co. of Canada Ltd., Batawa, Ont.	Machinists Loc. 1788 (AFL-CIO/CLC)	200	400	400	Mar. 20 Mar. 22	Slowdown in negotiations—Return to work pending conciliation.
TRANSPORTATION EQUIPMENT						
United Aircraft of Canada Ltd., Longueuil, Qué.	Auto Workers Loc. 510 (CLC)	2,600	54,600	156,000	Jan. 7 —	Against company's refusal to reinstate 21 suspended workers, wages—
Prestolite Company, Toronto, Point Edward & Maple, Oht.	Auto Workers Locs. 252 & 421 & 456 (CLC)	747	13,150	13,150	Mar. 1 —	Wages, fringe benefits—
Enamel & Heating Products Ltd., Sackville, N.B.	Moulders Loc. 140 (AFL-CIO/CLC)	215	2,370	2,370	Mar 8. Mar. 25	Wages, cost-of-living escalator clause—Settled by mutual agreement.
Enamel & Heating Products Ltd., Amherst, N.S.	Steelworkers Loc. 2231 (AFL-CIO/CLC)	323	3,550	3,550	Mar. 8 Mar. 25	Wages, cost-of-living escalator clause—Settled by mutual agreement.

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, MARCH 1974 (PRELIMINARY) (CONT.)

Industry Employer Location	Union	Workers Involved	Duration in Man-Days March	 Accumulated	Starting Date Termination Date	Major Issues Result
Gabriel of Canada Ltd., Toronto, Ont.	Machinists Loc. 1295 (AFL-CIO/CLC)	510	4,590	4,590	Mar. 19 –	Wages, fringe benefits–
Welles Corp. Ltd., Windsor, Ont.	Auto Workers Loc. 195 (CLC)	120	600	600	Mar. 24 –	Wages–
ELECTRICAL PRODUCTS						
Great Lakes Carbon, Berthierville, Qué.	Steel Workers' Federation (CNTU)	190	3,990	29,450	Aug. 19/73 –	Working conditions–
Westinghouse Canada Ltée., Saint-Jean, Qué.	U.E., Loc. 560 (CLC)	272	5,710	23,660	Nov. 26/73 –	Wages, job evaluation and oth provisions–
Canadian General Electric Co. Ltd., Various locations, Ont.	U.E., Various locals (CLC)	6,404	51,230	129,090	Feb. 11 Mar. 13	Wages, duration of contra cost-of-living bonus and oth issues–Wage increase in 2-ye contract, improved benefits.
Canadian General Electric, Montréal, Qué.	I.U.E. Various locals (AFL-CIO/CLC)	1,200	3,600	3,600	Mar. 11 Mar. 14	Protest after agreement signe Return of workers.
NON-METALLIC MINERAL PRODUCTS						
General Concrete Ltd., Hamilton, Ont.	Cement Workers Loc. 487 (AFL-CIO/CLC)	103	2,200	2,200	Mar. 1 –	Breakdown in negotiation wages, fringe benefits–
Canadian Johns-Manville Co. Ltd., West Hill, Ont.	Chemical Workers, Loc. 346 (AFL-CIO/CLC)	568	2,000	2,000	Mar. 27 –	Respecting picket lines–
CHEMICAL PRODUCTS						
Union Carbide Canada Ltd., Belleville, Ont.	Rubber Workers Loc. 380 (AFL-CIO/CLC)	126	1,890	1,890	Mar. 11 –	Wages–
Celanese Canada Limited, Edmonton, Alta.	Oil Workers Loc. 9-666 (AFL-CIO/CLC)	480	5,280	5,280	Mar. 15 –	Wages, hours–
Construction						
Plastering Association of Toronto, Toronto, Ont.	Plasterers Loc. 48 (AFL-CIO/CLC)	250	5,250	28,750	Oct. 17/73 –	Not reported–
Six Insulation Contractors, Edmonton, Alta.	Asbestos Workers Loc. 110 (AFL-CIO/CLC)	153	3,210	8,963	Jan. 3 –	Not reported–

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, MARCH 1974 (PRELIMINARY) (CONT.)

Industry Employer Location	Union	Workers Involved	Duration in Man-Days March	 Accumulated	Starting Date Termination Date	Major Issues Result
James Bay Development Corporation, James Bay, Qué.	Various unions (AFL-CIO/CLC) and (CNTU)	900	900	900	Mar. 20 Mar. 20	Dissatisfaction with hiring policies and other grievances—Return of workers.
Transportation and Utilities						
TRANSPORTATION						
Laval Transit Commission/ Commission de transport de Laval, Laval, Qué.	Public Service Employees Federation (CNTU)	366	8,100	11,760	Feb. 15 —	Wages and fringe benefits—
QUCTC—Québec Urban Community Transportation Commission, Québec and area, Qué.	Public Service Employees' Fed'n (CNTU)	443	7,280	7,280	Mar. 9 —	Wages, working conditions and fringe benefits—
*Maritime Employers' Association, Saint-John, N.B.	I.L.A., Loc. 1764 (AFL-CIO/CLC)	135	680	680	Mar. 9 Mar. 18	All issues—Wage increase.
*Air Canada (Rotating), Various locations, Canada.	Canadian Air Line Employees Association Various locals (CLC)	1,103	2,480	2,480	Mar. 11 Mar. 16	Lack of progress in mediation of contract—Return of workers.
Transport Labour Relations, Vancouver, Richmond & Annacis Island, B.C.	Teamsters Loc. 351 (Ind.)	125	1,750	1,750	Mar. 12 —	Wages, fringe benefits, union jurisdiction—
*Canadian Lake Carriers' Association, Great Lakes, St. Lawrence River & East Coast.	Seafarers (AFL-CIO/CLC)	200	2,000	2,000	Mar. 16 —	Wages, hours of work—
Transport scolaire Chauvreau Ltée., Québec, Qué.	Teamsters Loc. 106 (Inc.)	150	150	150	Mar. 29 —	Not reported—
Trade						
Canada Safeway Ltd., Brandon, Man.	Retail Clerks Loc. 832 (AFL-CIO/CLC)	100	2,170	3,670	Feb. 8 —	Wages—
Lucerne Foods Ltd., Calgary, Alta.	Food Workers Loc. 373 (AFL-CIO/CLC)	150	2,850	2,850	Mar. 5 —	Wages—

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, MARCH 1974 (PRELIMINARY) (CONCL'D)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-Days: March	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
Service						
EDUCATION						
York County Board of Education, District 11 and Huron Perth Separate School Board, Various locations, Ont.	Ontario Secondary School Teachers Federation	667	10,670	24,160	Feb. 1 Mar. 25	Wages, fringe benefits and oth issues—Not reported.
Windsor Roman Catholic Separate School Board, Windsor, Ont.	Ontario English Catholic Teachers' Association	825	410	410	Mar. 7 Mar. 7	Arbitration procedure—Contra dispute submitted to bindi arbitration.
HEALTH AND WELFARE						
Province of New Brunswick, Province-wide, N.B.	Public Employees Various locals (CLC)	6,500	6,500	6,500	Mar. 18 Mar. 20	Demand to reopen negotiatio to increase wages—Return work after court injunctio issued.
RECREATIONAL SERVICES						
Windsor Raceway Holdings Ltd., Windsor, Ont.	Hotel Employees Loc. 743 (AFL-CIO/CLC)	133	130	530	Feb. 26 Mar. 2	Cost-of-living clause ar wages—Wage increase, short work week.
MISCELLANEOUS SERVICES						
Mortifee Munshaw Ltd., Vancouver, B.C.	Teamsters Loc. 351 (Inc.)	170	3,570	3,570	Jan. 2 —	Not reported—
Public Administration						
PROVINCIAL ADMINISTRATION						
Government of Saskatchewan, Province-wide, Sask.	Saskatchewan Government Employees Association	3,240	4,860	4,860	Mar. 14 Mar. 16	Wages, hours of work—Wa increase in 22 months contra reduction in hours.
LOCAL ADMINISTRATION						
City of Kamloops, Kamloops, B.C.	Public Employees Loc. 900 (CLC)	275	6,880	6,880	Mar. 1 —	Wages and fringe benefits—
District of Matsqui, Matsqui, B.C.	Public Employees Loc. 774 (CLC)	122	610	610	Mar. 16 Mar. 25	Wages—Settled through medi tion.

*Federal Jurisdiction

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